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A CHARTER FOR TRADE UNIONISM
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NOTES AND COMMENTS

Town Hall Spy Scare

SPY mania, and the "heresy hunt" which accompanies it, is, perhaps, an inevitable symptom of the nervous strain of war anywhere. Its development here has been stimulated by the effective use made by the enemy of treachery and so-called "fifth column" activities in the countries he has subjugated and, it must be admitted, by the ill-judged and now happily discredited "silent column" campaign of our own Ministry of Information.

But to understand the cause of a disease does not make it any less evil, nor does it absolve us from the duty to eradicate it. And when the disease begins to infect local government, as this has done, NALGO cannot stand aside.

The trouble began, apparently, with a circular sent by the Ministry of Health to local authorities, suggesting that they should examine their staffs and make sure that aliens and any others whose loyalty might be in doubt were transferred to positions where they could do no harm. That was reasonable advice, and most authorities treated it reasonably, leaving it to chief officers to take whatever action they might think necessary in the light of their knowledge of the staffs under their control. But some authorities—whether in response to this circular or to the hysterical suspicions of individual councillors is not clear—took the bit between their teeth and embarked on a comprehensive heresy hunt on the best Gestapo model.

Gestapo Methods

TYPICAL of this type of authority was the Salop County Council which, on July 20, passed a resolution directing, inter alia, that:

> All employees who are members of any organisation which is, in the opinion of the committee of chairmen, subversive of the national cause and interest, be dismissed immediately; and
>
> It is the particular duty of every member of the staff to report at once any instance of spreading disaffection or of discouraging service in the Navy, Army, Air Force, or any other organisation established for the safety of the realm.

Both these proposals are highly objectionable and run counter to all those traditions of personal liberty and freedom from arbitrary inquisition for which we are supposed to be fighting. The first would give absolute authority to a body of councillors to decide what organisations are "subversive of the national cause and interests." We know of Socialists who regard the Conservative party in that light, and of Conservatives who think the same of the Socialists; still nearer home, we know of councillors who, given the chance, would gladly sack every member of NALGO on the same excuse. The second proposal is even worse, since it would make every officer a spy upon his colleagues, and thus open the door to that personal tyranny which is the hall-mark of the Nazi regime.

Staff Inquisition

SEVERAL other authorities have taken parallel action. Some have subjected each member of the staff to an inquisition into the nationality of himself and his parents—in one case going back even to grandparents—and have asked him whether he is prepared to undertake military service. One has ordered its employees to report immediately any "gloomy or despondent talk" among their colleagues. Another has demanded the dismissal of teachers who "hold undemocratic views." A third has set up tribunals to test the loyalty of its employees, with instructions to dismiss any officer "whose attitude towards the national war effort is in any way open to objection." A fourth has asked each employee to state what national work, if any, he is carrying out outside normal working hours.

Now, we have no doubt that all these inquiries were inspired by the best of motives. But they are evil in themselves, they open the way to graver evils, and they are unnecessary—as is shown by the fact that the majority of local authorities have been able to satisfy themselves of the loyalty of their staffs without them.

Ministry Steps In

HAPPILY, the Ministry of Health has now recognised the danger of abuse to which its earlier circular gave rise, and has sent out a memorandum which should put a stop to it.

This memorandum, drawn up by the Home Secretary and Minister of Home Security, and intended for the guidance of local authorities, lays down three cardinal principles—drawn from civil service practice—in dealing with allegations or suspicions of disloyalty.

"The first principle to be observed," it states, "is that in this country no person should be penalised for the mere holding of an opinion, however unpopular that opinion may be to the majority. It follows that mere membership of an organisation which has not been declared to be unlawful does not of itself afford any cause of action against a public servant.

"The second important principle is that, whereas every citizen in this country is entitled to his own opinion on public affairs, a public servant should not ventilate his opinions in such circumstances or in such a manner as to impair the efficiency of the service, or to impair public confidence, particularly in services on which the safety and welfare of the community depend. It is the bounden duty of every public servant to remember that his position in a public service imposes on him a special obligation to conduct himself so as not to give rise to any doubts or suspicion as to his loyalty or his readiness to co-operate wholeheartedly in the national effort.

"Thirdly, a distinction should be drawn between persons holding responsible positions of trust, who should be expected to set an example, and persons holding minor positions who have no access to confidential information or who have no immediate contacts with the general public."

Model Procedure

IN applying these principles, the Minister outlines the procedure which should be adopted in dealing with employees whose behaviour or activities may give cause for doubt or suspicion. All complaints, he suggests, should be most carefully investigated. Where there is reason to believe that an employee is concerned in acts prejudicial to the public safety or defence of the realm, he should be suspended from duty pending investigation, and the matter referred to the local Chief Constable. But where the complaint is less serious, inquiries should be made through the authority's ordinary machinery, and the person complained of should be afforded an opportunity of giving any explanation which he may have to offer.

If, as a result of the inquiry, it appears that the employee has behaved merely foolishly or indiscreetly, in most cases a warning as to his future conduct would be sufficient, though careful watch should be kept thereafter on his

future behaviour. If, however, the officer complained of has no reasonable explanation to offer, and the authority is satisfied that he has been guilty of more than mere foolishness or indiscretion and has exercised a disturbing and upsetting influence calculated to impede the national war effort or to corrupt the public morale, then there would appear to be no alternative but to take disciplinary action, even to the extent of dispensing with his services.

To this statement of principle—to which no reasonable objection can be taken—the memorandum adds an essential footnote.

"Such cases," it declares, "are likely to be rare, and it is important to avoid any action which might tend to give rise to the impression that the loyalty and devotion of public servants as a class are open to doubt."

And that, we trust, will be the last word on an unpleasant subject. The tasks facing the local government service to-day are too serious to admit of their disturbance and interruption by outbreaks of local hysteria.

A.R.P. in Action

THE vivid first-hand account of an air raid which we publish this month from Mr. Norman Rogers should encourage those civil defence workers who are wondering, possibly a little doubtfully, how the volunteer services will respond to the call for cool, calm, and courageous action when the "real thing" comes their way.

The evidence of this article, and of information from other areas, demonstrates pretty clearly that the civil defence services have stood up to the first round of the Blitzkrieg—Donnerkrieg would be a more appropriate term now, we fancy—as heroically and as effectively, if in a necessarily less spectacular fashion, as the R.A.F. fighter squadrons and the civil population. Whether or not one agrees with Mr. Sidney Larkin that civil defence should never have been entrusted to local authorities, there can be no doubt that their staffs, and the civilian volunteers, have tackled the job with enthusiasm and efficiency.

Maintaining Enthusiasm

HOW much that enthusiasm is needed is shown in a letter from another frequently attacked (and, according to Dr. Goebbels, now devastated) town in the south-west. "Sirens have sounded 80 times, without any damage in my area," writes a group warden, "yet the wardens still appreciate the need to turn up for duty. There is no slackness because there has been no damage yet."

This officer is responsible for a residential district containing 8,000 people. He has 80 wardens in his charge, seven full-time. Although they are supposed to report only for alternate night alarms, some turn up for every alarm, while during the day the majority report to posts in the city.

The enthusiasm of the wardens is not, however, shared by all A.R.P. workers. A member of the A.F.S. in the same area reports that lack of activity—only two fires since the war began—has caused a falling off in the attendance of part-time volunteers from 60 to about 10. This officer suggests a small payment for attendance and stand-by duty. But such a plan might cause difficulties in the other services. Would not a better scheme be to arrange some interchange of posts, so that men in the "safer" zones could have spells of duty in the "danger" zones where there was more activity?

Menace of Sightseers

NATURALLY, experience of actual raids has shown up defects and weak links in the organisation—though far fewer, and of far less moment, than might have been expected.

The most serious is that mentioned by Mr. Rogers—the influx of sightseers immediately after a raid, congesting roads, impeding casualty, rescue, and fire services and, incidentally, providing the perfect target for any machine-gunning plane that likes to follow half an hour behind the bombers. This is rank folly, of course. But it is also natural curiosity, and curiosity—particularly when it may affect the fate of relatives and friends—cannot be controlled by Ministerial appeals, however urgent. Strong powers, firmly applied, are needed, and we are sure most people would welcome them if their reason were properly explained.

Another, though parallel, problem is raised by the number of civilians remaining in the streets after a warning has sounded, particularly in areas where raids are still a novelty. In the early days, wardens were told to help the police to shepherd these people into shelters, and did so, usually effectively. Now the public knows that they have no authority to do this, and consequently some unimaginative, cantankerous, or merely stupid individuals persist in remaining out of doors.

It should not be difficult to make such folly a punishable offence and thus put a stop to it—and the nation as a whole would applaud the move. The A.R.P. services have enough to do to get to the scene of a bomb explosion, without having to stop on the way to pick up needless casualties from shrapnel, blast, glass, or flying masonry.

Reorganising the Machine

THE articles we publish this month on means of adapting the administrative machine to ever-changing war conditions will, we hope, be of interest and value to all officers faced with this problem. Efficient as we believe it to be, none of us would claim that local government was perfect—particularly at a time when it is required to operate with greater speed and flexibility than was ever contemplated by its builders.

The suggestions for reform and reorganisation made by our contributors are no more than a beginning; many more, great and small, could, and we hope will, be offered. Here is an opportunity for officers with constructive imagination to make a contribution to a better Service—and thus, in a small way, to the national effort. Some, where time and duties allowed—even on duty nowadays there are those long stand-by periods that lend themselves admirably to debate—might even form themselves into informal planning committees to discuss and investigate reforms.

BEFORE leaving this point, might we whisper—ever so tactfully—a suggestion that local government officers might note, and observe, the Prime Minister's recent appeal for a saving of time and effort by condensing documents and eschewing official jargon.

The request for shorter, crisper, reports, the replacement of lengthy memoranda by *aides-memoire* confined to headings only, and the abolition of such woolly phrases as "consideration should be given to the possibility of carrying into effect . . ." and "It is also of importance to bear in mind the following considerations" was directed at the civil service, but it applies with equal force to local government. We are none of us blameless—and we shall all find, as Mr. Churchill points out, that, in addition to the saving of time in reading officialese and of energy seeking the "meat" beneath the piecrust, "the discipline of setting out the real points concisely will prove an aid to clearer thinking."

Community's Debt—

NOBODY—and least of all the ratepayer himself—has yet adequately assessed the debt the community owes to local government officers since the war began—a debt not of security alone, but of hard cash. Unpaid overtime, voluntary civil defence work, offers of unrestricted service, must represent a substantial sum.

To quote one example—mentioned not because it is in any way exceptional, but merely because we have the details—Shoreditch branch, of 150 members, is saving the ratepayers at least £20,000 a year in voluntary work. The staff mans the control room, 100 members each doing duty of 16 hours every third night (with 24-hour spells on Saturday and Sunday), and, in addition, has supplied all the executive officers for the medical, decontamination, and road repair services. As we said, this is not exceptional. If we assume—as can fairly be done—that most local government officers are performing similar service, a simple calculation will show that, on a cash basis alone, they are saving the nation more than £20,000,000 a year—more than half the total cost of officers' salaries!

—and its Discharge

FACTS such as these emphasise the meanness of the 104 "blacklisted" local authorities which have refused to do anything for their employees in the Forces, and of the many more which have refused even a nominal cost-of-living bonus to those remaining.

The "Grimsby Evening Telegraph," for example, mentioned some time ago that Grimsby corporation was saving £17,300 a year by not making up war service pay, and added: "In view of the impending restoration of the Factories Acts regulations regarding hours of work, it is interesting to learn that in some corporation departments members of the staff are frequently working till midnight. The ratepayers, even more than anyone else, will appreciate the way depleted staffs are carrying on to keep things going all right."

No doubt the ratepayer will appreciate it; let us hope he will feel some shame, too, that his representatives are taking so mean an advantage of their employees on war service.

A Chance for Good-will

A CONVERSATION we had the other day with a high officer of the Netherlands Ministry of Defence in this country suggests another field in which members and their families and friends may contribute to the war effort.

As readers will know, many Dutch soldiers and airmen are now in this country, assisting in the defence of Britain and preparing to fight with us when the time comes for a Continental offensive. Although standing side by side with our own troops, they are still strangers in a strange land, many without friends here, and with nowhere to go when they are given leave.

The Netherlands Defence Ministry is now looking for suitable billets for these men where they can spend short periods of leave in a friendly atmosphere and with opportunity for dancing, games and other relaxation among English people who will make them feel at home. Here is a fine opportunity for a NALGO branch, or a group of individuals, to perform a service of real value in cementing international understanding and helping the Allied cause. No money is needed—the men will be able to pay their own expenses—just a spirit of hospitality and good fellowship. If any branches or members willing to co-operate in this scheme, either by offering or finding billets, or by undertaking to organise entertainments, will write to the Editor, "Local Government Service," they will be put in touch with the appropriate authorities.

Another NALGO M.C.

WE are proud to record another NALGO war honour—the award of the M.C. to Lieutenant K. G. Miller, Royal Engineers, and formerly on the staff of the surveyor's department of the Durham rural district council. Lt. Miller was given the decoration for the courage and determination in blowing up bridges during the rearguard action covering the evacuation of the B.E.F. from Dunkirk.

CITY MANAGERS IN EIRE

THE Government of Eire has just passed into law the County Management Bill 1939, applying the city-manager system, which has already operated in the larger cities, to the counties, and to the smaller towns within the county framework. So bold and significant a measure should not pass unnoticed here. There may, or may not, be factors peculiar to Eire, and to Eire's past, which led to the early introduction of this system in that country, and which now explain its general adoption there. It remains true that the problems of local government are fundamentally similar in all modern democratic communities, and that any solution arrived at by one warrants study by all. Moreover, the city-manager system is designed to cure precisely those weaknesses of which there is a growing consciousness here, and which some of us have long regarded as demanding speedy and thoroughgoing treatment—though perhaps not on the same lines.

The manager plan often made its appearance where the main object in breaking away from the older forms of town government was the elimination of graft and of the "spoils" system; though usually the "Commission" was the instrument chosen to secure this, the manager plan following when the Commission had done its work and the elected council had been restored. It must now, however, be conceived of as a plan for more efficient, rather than for more honest, administration; otherwise there would be no reason to study it seriously in this country. The administrative considerations which have led to its adoption in America and Eire are essentially the same as led the Scandinavian democracies to their "magistraat" system; and are the same, moreover, as point to the need for some re-orientation in our own arrangements. They were very much in the minds of the essayists in our recent competition on "the overhaul of the machine"; and, as we could prove by copious quotation, they have often been analysed and discussed on this page.

Council government in its ordinary form is prone to defects which spring from three sources: first, the lack of differentiation between functions of "policy" and administration, and of separate organs for each; second, the difficulties of co-ordination; third, the absence of constitutional provision for a centre of initiative and planning. We discussed the first a year ago, pointing out that the English council was legally left with both legislative and executive functions, and that even the committees assumed work of both descriptions and absorbed themselves in a needless and often harmful participation in administration to the neglect of more natural and vital functions in the sphere of policy. The second we discussed in February in relation to the growing tendency for the council to provide itself with a chief executive officer. As to the third, we discussed this also in February, pointing out the need for some focal point not only for executive direction but for initiative in policy and planning, suggesting how the need might largely be met if councils used their officers creatively, and expressing the view that in the larger cities the future might demand some executive organ which could control administration, suggest policy, and put forward the budget.

The city-manager plan offers a solution to all three problems, and the new Irish measure is clearly drawn with all three in view. The councils are left to control policy and finance and with functions of a legislative character such as the making of bye-laws and of the adoption of a town planning scheme. Administration is placed entirely in the hands of the manager. Many who have seen the need for a separation have wondered how far it would be practicable to specify it. In this respect the measure is most instructive. The functions of policy are specified in a schedule: the residue of the council's powers under all enabling legislation comprises the administrative scope of the manager. The division has not proved as difficult to make as one feared, and though enabling legislation is wider in England, it should not be too difficult to arrange a division on similar lines here. The manager is given full control over staffs, and, subject to budgetary control, he regulates their conditions of service. He is given no power in the specified sphere of policy; but is expressly given the right to tender advice on it, and will no doubt become that centre of initiative and planning of which we have spoken. Finally, he puts forward the budget for the council's consideration.

Whether the manager plan is acceptable here or not, no one can dismiss it with the epithet "dictatorship." If it represents dictatorship, then our own national constitution is exposed to a similar criticism; for it does no more than follow a separation of functions between legislative and executive which is already implemented there. We may add that, just as Parliament can remove the executive, so can the council (in this measure) remove the manager. The proviso that the council can only do so, however, with central consent, is appropriate to a local and therefore subordinate sphere of government; and no doubt in practice the managers will enjoy permanent tenure.

The county manager is to act not only for the county council but for all elected councils within the county area (except the county boroughs), and to enable this arrangement assistant managers are to be appointed. This feature is certainly a novelty, but it is difficult to discuss it without a close knowledge of the organisation of the Irish county areas—which has recently been in flux. The new arrangement should open up the possibility of homogeneity of conditions among all county area staffs, and, if they prosper, of national homogeneity later on.

There is little doubt that the manager plan has come to stay in America and Ireland. In both countries it can claim justification by results. It puts the finger on the weak spots of ordinary council government; and if we in this country do not like it, it nevertheless leaves us with the challenge to find something better or as good to meet the same needs.

NALGO'S ROLL OF HONOUR

WE regret to record the following names of members of NALGO reported killed, wounded, or missing while on active service:

KILLED

Cardnell, Pil.-Off. C. F., R.A.F., 26, treasurer's dept., St. Pancras. Killed in flying accident.

Emery, F. L., R.N.V.R., Kensington. Killed when H.M. Trawler "Kingston Galena" was sunk by enemy aircraft.

Evans, Lance-Bdr. R. F., R.A., junior clerk, finance dept., Bucks C.C. Killed in action.

Fancett, Pte. D. G., Royal West Kent Regt., clerk, Public Assistance dept., Sevenoaks R.D.C. Killed on active service.

Gauld, L.-Cpl. G., A.A. finance dept., Stirling C.C. Killed in action in England.

Griffiths, Pil.-Segt., D. L., R.A.F., gas dept., Leicester C.B. Killed in flying accident.

Hales, Capt. G. H., R.E., engineering and surveyor's assistant, Salop C.C. Died on active service overseas.

Hall, M. A., R. A., Worcestershire C.C. Killed in action.

Key, Pte. F., Worcestershire Regt., 21, stationery dept., Coventry. Killed in action near Dunkirk.

Litting, Sapper K., R.E., local taxation dept., Derby C.B. Wounded in withdrawal from Dunkirk, and died in England.

Pickering, Bdr. G. W., R. A., city treasurer's dept., Lincoln. Killed during withdrawal from Dunkirk.

Rex, Pil.-Off., R.A.F., school medical dept., Bristol. Killed in action.

Sims, Pte. W. P., R.A.O.C., electricity dept., Derby C.B. Died on active service in France.

Halliday, Cpl. F., R.E., clerk, public health dept., Cambridge. Accidentally killed.

MISSING

Bennett, L.-Sgt. H. J., R.E., clerk, electricity accountant's dept., Hampstead.

Brooks, Pte. S. G., R.A.S.C., education building surveyor's dept., Nottingham, C.B.

Cousans, Pte. R., Green Howards, treasurer's dept., Scarborough.

Dagwell, Gnr. W., R.A., clerk, surveyor's dept., Esher. Missing, believed killed.

Godfrey, C.Q.M.S. F., East Surrey Regt., library assistant, Hammersmith.

Hulme, Pte. A., R.A.O.C., clerk, electricity a/cs dept., Bolton. Missing after operations at Calais.

James, Pte. E., East Surrey Regt., Walton and Weybridge.

Kelt, Lt. R.C., R.E. divisional engineer, River Trent Catchment Board.

Maclennan, Pte. L. I., Seaforths, junior clerk, Roads dept. Ross and Cromarty C.C.

Reed, A., Border Regt., works chemist, gas dept., Kendal.

Townson, L.-Cpl. H., Border Regt., clerk, town clerk's dept., Kendal.

WOUNDED

Balding, Sgt. C. E. E., East Kent Regt., sanitary inspector's assistant, Broadstairs and St. Peters. Wounded in France, now in hospital in England.

Binks, L.-Cpl. L., Green Howards, engineer's dept., Scarborough.

Goodson, Pte. R. J., treasurer's dept., Worcestershire C.C.

Taylor, L.-Cpl. D., Green Howards, treasurer's dept., Scarborough.

Hendry, Lt. A. F., A. and S. Highlanders, town clerk, Denny Burgh.

PRISONER OF WAR

Clothier, Pte. S., Gloucestershire Regt., clerk, Stapleton Institution, Bristol.

Hansard, Gnr. C. N., R.A., 21, treasurer's dept., St. Pancras.

Holden, Pte. D. W., Queen's Own Royal West Kent Regt., clerk's dept., Penge.

Houston, Sgt. J., R.A.F., chamberlain's dept., Clydebank.

Pritchard, Pte. E. J., Queen Victoria Rifles, junior clerk, Dagenham. Taken prisoner at Calais.

Roberts, L.-Bdr. I. L., Searchlight Regt., R.A., rent collector, Whitefield.

Ryder, Pte. G. L., Signals, town clerk's dept., Acton.

Tolson, Pte. D., Duke of Wellington's Regt., Dewsbury.

Will branch secretaries please send to Headquarters any further names for the Roll of Honour, giving in each case, name, age, rank, regiment, and pre-war position? Details of awards to serving members are also required.

1305—New Charter for Trade Unionism

THE conditions of Employment and National Arbitration Order, 1940 (S.R. & O. 1305), to which we referred briefly last month, but which had not been published when we wrote, proves on examination to be of greater significance even than we foreshadowed. It may, indeed, become a document of historic importance to N A L G O, and to every other trade union, an outstanding landmark in the Association's long struggle towards fair treatment for local government officers everywhere, in conditions which will benefit both them and the Service of which they are a part.

The order has been made by the Minister of Labour and National Service by virtue of the powers conferred on him by Regulation 58 AA of the Defence (General) Regulations, 1939. Its stated object is to prevent the interruption of work by trade disputes, but it goes far beyond any such restrictive aim.

It amounts to a statutory recognition of collective bargaining in every industry and undertaking (including local government) and, still more, a statutory enforcement of the results of that collective bargaining. In short, it is a Charter for trade unionism of a scope hitherto unattained in this country or anywhere else.

Arbitration Tribunal

The Order is divided into five parts. Part I establishes a National Arbitration Tribunal of five members. Three, including the chairman, are appointed by the Minister; the remaining two, one representing employees, the other representing employers, will be selected by the Minister for each case referred to the Tribunal, from panels constituted by the Minister after consultation with the Trades Union Congress and the British Confederation of Employers respectively. The three appointed members are Mr. Justice Simonds, a judge of the Chancery Division since 1937; Sir Hector Hetherington, principal and vice-chancellor of Glasgow University, a leading authority on international labour legislation; and Sir John Forster. The members of the T.U.C. panel are J. W. Bowen (Post Office Workers), W. J. Farthing (Transport and General Workers), Luke Fawcett (Building Trade Workers), Mark Hodgson (Boilerworkers), James Kaylor (Amalgamated Engineers), John Stokes (London Glass Bottle Workers), A. M. Wall (Compositors), and Miss Madeline Symons (General and Municipal Workers).

Part I also lays down the procedure to be observed in dealing with any dispute between employers and employees. Either party to the dispute may report it to the Minister, who must then adopt one of three courses:

1. Reference of the dispute to direct conciliation between the parties.
2. Reference of the dispute to collective joint machinery if such machinery exists suitable for settling the dispute.
3. Reference of the dispute to the National Arbitration Tribunal.

The dispute will be referred to the Tribunal:

(*a*) where conciliation has failed, and there is no suitable joint negotiating machinery; or

(*b*) where joint negotiating machinery fails to reach a settlement or where there is undue delay in reaching a settlement (i.e. in most cases, where a settlement is not reached within 21 days).

Any agreement, decision, or award, resulting from such references by the Minister, whether by conciliation, by reference to existing joint machinery, or by reference to the Arbitration Tribunal, becomes binding upon all parties, and the terms of the settlement become an implied term of contract between the employers and the employees to whom it relates.

Part II prohibits lock-outs and strikes unless disputes have been reported to the Minister and have not been referred by him for settlement within 21 days.

Compulsory Standards

Part III requires the observance by *all* employers of terms and conditions not less favourable than "recognised terms and conditions." These are defined as "terms and conditions of employment which have been settled by machinery of negotiation or arbitration to which the parties are organisations of employers or trade unions representative, respectively, of substantial proportions of the employers or workers engaged in that trade or industry in that district." Such machinery may include

(*a*) Voluntary collective agreements;

(*b*) Any decision of a joint industrial council, conciliation board, or other similar body constituted by organisations of employers and trade unions which are representative respectively of substantial proportions of the employers and workers engaged or employed in the trade or industry in the district in which the employer is engaged;

(*c*) Any agreement between the employer concerned and a trade union representative of a substantial proportion of workers in the employees' trade or industry;

(*d*) Any award made by the National Arbitration Tribunal, the Industrial Court, or any body or person acting as arbitrator relating to the terms and conditions of employment observable by an employer in the same trade or industry in the same district; and

(*e*) Any statutory provisions relating to remuneration, hours, or working conditions, unless those provisions are less favourable than the provisions of any such agreement, decision, or award as is mentioned above.

If questions arise as to the nature, scope, or effect of recognised terms and conditions, or as to whether an employer is observing them, they may be reported to the Minister, and the procedure will be the same as that for the settlement of disputes. Such questions can be raised only by an employers' organisation or by a trade union which habitually takes part in the settlement of wages and working conditions. The terms of settlement of such questions will be binding on all parties.

Safeguarding Conditions

Part IV lays down procedure under which memoranda recording particulars of service conditions and of wartime departures from them may be made by employers, employers' organisations, and trade unions, and deposited at a local office of the Ministry of Labour and National Service. These records are intended to facilitate restoration of pre-war service conditions after the war, for the enforcement of which legislation has been promised.

Part V contains a number of definitions, of which the most important for local government officers is that which defines "trade and industry" as including "the performance of its functions by a public or local authority."

A "trade dispute" is defined as "any dispute or difference between employers and workmen, or between workmen and workmen, connected with the employment or non-employment, hours of work or working conditions of any worker or class of worker in any establishment or class of establishment or in any trade or industry or branch of trade or industry."

THREE TEST ACTIONS BY NALGO

N A L G O has lost no time in submitting the machinery of Order 1305 to test action. The Ministry of Labour has been notified of disputes in connection with:

Failure of a county borough to make up the war service pay of its members with the Forces;

Failure of an urban district council to pay cost-of-living bonus; and

Failure of an urban district council to pay full cost-of-living bonus to a sanitary inspector.

In addition, every branch has been asked to supply divisional officers with details of wartime departures from normal service conditions, and these are being centrally registered.

"Workman" is defined as "any person who has entered into or works under a contract with an employer, whether the contract be by way of manual labour, clerical work or otherwise, be expressed or implied, oral or in writing, and whether it be a contract of service or of apprenticeship or a contract personally to execute any work or labour."

Whitley Decisions Binding

Shorn of its legal phraseology, what does all this amount to? At the moment, it is not possible to say exactly; much depends on the decisions of the Minister upon a number of still doubtful points and upon the general policy adopted by the Arbitration Tribunal. Nevertheless, it is clear that the Order will be of the greatest importance to N A L G O and to every local government officer.

The Association is assuming that provincial Whitley councils will be recognised as coming within the definition of "joint industrial council, conciliation board, or other similar body," and that all these councils will be regarded as representing "substantial proportions" of the employers and employees in their areas.

If these assumptions are correct—and they are to be tested as soon as possible—the result will be far-reaching.

All decisions of a provincial council—including those on war service pay, cost-of-living bonus, salary scales, and conditions of service—will at once become binding on *all* local authorities in the area, whether or not they are members of the provincial council.

Since it is improbable, to say the least, that local authorities will readily submit to the imposition of salary scales and conditions of service in the formulation of which they have had no say, it is to be expected that those now outside the Whitley organisation will speedily come within it.

In this way, N A L G O will, at one stroke, achieve two of its major objects—complete, nation-wide Whitleyism, and standardised basic salaries and conditions in each area, binding upon every authority in that area.

From that to national scales and conditions is but a short step and, provided the National Whitley Council does its job, not a difficult one.

It may, of course, be held that a provincial Whitley Council is not a "joint industrial council, conciliation board, or other similar body" and that its decisions are, therefore, not binding upon local authorities. Such an interpretation would appear difficult to substantiate, and N A L G O does not admit its validity. But were it to be successfully maintained, the Association would not be left helpless under the Order. It could still make use either of direct negotiation between a branch and a local authority and, failing success there, could apply for the case to be referred to the National Arbitration Tribunal.

Such a procedure, if it had to be adopted by a large number of branches in relation to a large number of authorities—as might happen in the prosecution of claims for salary scales, cost-of-living bonus, or the making up of war service pay—would be cumbersome and slow. But the result would presumably be the same (since it is unlikely that the Tribunal would reach different decisions in similar cases) and we should eventually achieve standardisation.

Yet another possibility of utilising this new machinery is apparent. Instances have arisen, notably on the cost-of-living bonus question, where a Government department has refused to sanction payment of a bonus on salaries exceeding £5 a week to those officers—such as medical officers and sanitary inspectors—whose salaries are subject to Ministerial consent. To this anomaly paragraph (e) of Part III of the Order would appear to provide a remedy, and the point is now being tested.

The Association intends, further, to make full use of Part IV of the Order in ensuring that all departures from normal service conditions made during the war are restored when the war is over. Many branches, for example, have voluntarily offered for the duration of the war to abandon or limit holidays and to work unlimited hours. Hitherto, the restoration of the privileges thus surrendered has been dependent solely upon the good faith of each local authority concerned. The Order gives an additional and stronger guarantee. Every departure from normal practice can now be recorded—this is now being done by the divisional officers—and the way thus prepared for its restoration when the war is over.

Cleansing the "Black Spots"

This brief interpretation of the Order and its probable effects should be enough to demonstrate its outstanding importance. We must, however, give a word of warning and a word of advice: of warning against over-enthusiasm, of advice against over-impatience.

There can be little doubt that procedure under the Order is capable of giving local government officers most of their claims for national standards of salaries and service conditions and national negotiating machinery and of overcoming the intransigence of that minority of local authorities which have hitherto made up the "black spots." But this object is unlikely to be achieved in a day or a year. More vital problems confront the nation to-day than the anomalies and injustices endured by local government officers, serious as those are to the men and women concerned.

We must do nothing that would impede the war effort in the slightest degree. We must do nothing likely to clog the machinery now established.

We must, in short, proceed cautiously and patiently, though doggedly and with determination. More important still, we must proceed nationally, under national direction; it would be fatal to success were each individual branch to submit independent claims. All action must be taken through Headquarters and the divisional staff.

Most important of all, we must remember that the local government Service comes first. What benefits the Service will benefit the officer—and we believe that equitable and national standards of salary and working conditions will benefit the Service. But where, as may happen in the difficult conditions of war, the interests of Service and officer conflict, we must be prepared temporarily to sacrifice our own. Use of an instrument so powerful as that Mr. Ernest Bevin has now offered us in any selfish spirit would be fatal. If we so employ it as to build a juster, more efficient, and more firmly founded Service, we shall find therein the full answer to all our personal needs and claims.

NALGO DEPUTATION TO MINISTERS

Mr. MacDonald's Support for Extension of Whitleyism

AS we foreshadowed last month, NALGO has lost no time in reporting to the Minister of Health the failure of its approach—made at the suggestion of his predecessor, Mr. Walter Elliot—to the local authorities' associations, seeking their support in the extension of Whitleyism. A strong deputation, led by Mr. E. J. Stead, the president, waited on the Minister, Mr. Malcolm MacDonald, and on

Since the roadsweepers were called up our office charladies have been lending a hand.

Mr. Ernest Brown, Secretary of State for Scotland, on Thursday, August 22.

In addition to seeking Ministerial aid in the campaign for a comprehensive Whitley Council system, the deputation raised a number of other points of urgent concern to local government officers.

Mr. MacDonald, in reply, said that the Government was entirely sympathetic towards the Associations' policy on Whitleyism, agreeing with the deputation that there should be good-will and co-operation on both sides. He, therefore, proposed to meet representatives of the four associations of local authorities at an early date, and would express the Government's view to them. After that meeting he would consider what further action he should take.

The other points submitted by the deputation raised difficult and technical problems upon which he would have to consult other departments. Mr. MacDonald suggested that, as a first step, the Association should send representatives to discuss these points with the Ministry's officials, and promised to meet the deputation again if desired to do so.

Mr. Ernest Brown identified himself with the views expressed by Mr. MacDonald. He added that the County Councils Association in Scotland had circularised the county councils there, that five counties are now members of the Scottish Whitley Council, and that three others were considering joining it.

The deputation was impressed by the sympathetic reception accorded it by the two Ministers, and came away with the feeling that, at last, real progress was being made.

The Association's case had been submitted in a series of comprehensive memoranda. While space will not allow of their publication in full, they are summarised below:

Whitley Councils

NALGO recalled the deputation to Mr. Walter Elliot and Lt.-Col. Colville on February 2, at which (as was reported in the March LOCAL GOVERNMENT SERVICE) the Ministers were asked to use their influence to persuade all local authorities to take their place in the Whitley Council system. While Col. Colville promised to communicate with the Association of County Councils in Scotland, Mr. Elliot declined to take any action, arguing that, to be of value, Whitleyism must be voluntary, emphasising the jealously guarded independence of local authorities, and suggesting that NALGO should first seek the support of the local authorities' associations.

Although realising, in view of previous experience, the futility of the last recommendation, the NALGO representatives agreed to make one more attempt. They met a joint committee of the C.C.A., the A.M.C., the U.D.C.A. and the R.D.C.A. on April 11, and submitted a strong case for the official backing of these associations in the nation-wide extension of Whitley machinery.

The result, however, recorded in the August LOCAL GOVERNMENT SERVICE—was what had been expected. After hearing the NALGO arguments, the joint committee, meeting again on May 23, unanimously approved a recommendation that "it would be inopportune . . . to pursue this matter at the present time and that its further consideration, therefore, be adjourned until after the conclusion of hostilities."

After reporting the failure of this approach, the NALGO memorandum drew attention to the provisions of the Conditions of Employment and National Arbitration Order, 1940, with its emphasis on the use of joint negotiating machinery in settling disputes and determining terms and conditions of employment. The present structure of Whitley councils in local government, now covering the whole country, it was argued, was capable—and was, indeed, the only suitable machinery—of promulgating terms and conditions of employment, of achieving uniformity, and of minimising anomalies.

In these circumstances, the Minister was urged to draw the attention of all local authorities to the provisions of the Order and to use his influence to induce them to take their part in the Whitley Council movement without further delay.

"Each authority," the memorandum concluded, "can make—directly or indirectly—an appropriate contribution to better local government administration, and it is preferable for adhesion to Whitleyism to be by consent rather than by compulsion."

Other points raised by the deputation included:

Cost of Living Bonus

On January 23, the Ministers were informed, the National Whitley Council recommended to local authorities a cost of living bonus of 6 per cent. on the first £300 of salary and 3 per cent. on the next £200. Between that date and August 13, 241 authorities had adopted this scale, and many more had adopted other scales of bonus.

At first, however, the Ministries of Health and Transport refused to sanction payment of any bonus to those officers—some medical officers, sanitary inspectors, and surveyors—whose salaries are subject to Ministerial approval. Later, when the Government granted a bonus to the civil service restricted to salaries below £260 a year, the Ministries agreed to sanction payment of bonus to these local government officers, provided it did not exceed the civil service scale.

This policy had created the anomaly that some authorities were paying bonus on the Whitley Council scale to every member of their staff except the sanitary inspector, medical officer, and surveyor—a state of affairs which was causing intense dissatisfaction.

The National Whitley Council, NALGO pointed out, was the authoritative body for

the local government Service. It was established under the auspices of the Ministry of Labour, and the present Secretary of State for Scotland, when Minister of Labour, had publicly supported it. It had observed the Government's desire to avoid inflation by refusing to link the bonus with the cost of living index. The bonus awarded made no attempt to maintain pre-war standards. It merely "turned the edge" of the hardship caused by rising prices.

The Ministers' refusal to recognise the National Whitley council's decisions, the memorandum continued, was a blow at collective negotiation, and was at variance with the exhortation of the Minister of Labour that all such agreements should be honoured.

Moreover, the action taken was in conflict with the declared policy of the Ministry of Health. When NALGO asked it to urge local authorities to support Whitleyism it pleaded that it could not override their autonomy—yet here it was compelling local authorities, by *force majeure*, to treat their staff as the Government treated civil servants.

While it was thus preventing some local authorities from increasing the salaries of certain of their officers as they wished, it was bringing no pressure to bear on authorities which had refused to grant any bonus. "If the policy of the Ministry is to deter local authorities from paying to their staffs *more* than is being paid to civil servants," NALGO argued, "it would seem not unreasonable to expect the Ministry to *insist* upon local authorities paying to their staffs not less than the award granted to civil servants."

Nor was there any reason why the civil service award should be imposed on local government officers. That award had been arrived at by negotiation between the staffs and the official sides of the civil service Whitley council. Local government officers were not represented on that body, and their views had not been sought by it. The local government award had been fixed by the National Whitley council for the local government Service. Each council had taken all the relevant factors into consideration—but those factors were not identical.

NALGO, therefore, urged the Ministry of Health to reconsider its policy and to refrain from impeding the adoption of an agreement reached by the Whitley Council.

"Now, more than ever," it argued, "is confidence needed, and such confidence will not be engendered if decisions of the National Joint Council are stultified by Government departments who should be amongst the strongest supporters of the policy of settlement by negotiation."

Compensation for Injury

Although local government officers have organised every section of civil defence, are responsible for its maintenance and efficiency, and in many cases are compelled to engage in it as part of their official duties, no adequate provision has been made for the compensation of the officers themselves or their dependants in the event of their injury or death while engaged on the often hazardous duties it entails.

At present, they are covered only by the Personal Injuries (Civilians) Scheme, 1940, which provides compensation for civil defence volunteers who are injured either as a direct result of war activity, or arising out of the performance of civil defence duties.

Moreover, in counsel's opinion, the scheme can apply only to subordinate officers. Heads of departments perform civil defence work as part of their normal duty and cannot, therefore, be described as "volunteers"—who alone are covered by the order. They are totally unprotected, and should they be incapacitated or killed, their families would be left destitute.

The Superannuation Acts provide no adequate remedy, since they are based on length of service (which may be short) and do not usually make provision for dependants.

Moreover, the position of local government officers who have been detailed to perform specific civil defence duties (as distinct from volunteering) is neither clear nor satisfactory. It would appear that they would be covered by the scheme in the event of death or injury resulting directly from enemy attack, but that they would not be covered in the event of death or injury resulting indirectly from enemy action—for example, from the collapse of a building which is being inspected. In such circumstances, they could be compensated only in accordance with the provisions of the Workmen's Compensation Acts, which are restricted to persons earning £350 p.a. or less.

In view of these and other serious anomalies, NALGO urged the Minister:

(a) To grant adequate compensation in case of injury or death to local government officers, in virtue of their specially hazardous risks in regard to civil defence, and

(b) To grade the amount of compensation to accord with the status and personal salary received, on the lines followed with members of H.M. Forces.

"By so doing," the memorandum concluded, "the anxieties of many local government officers would be removed and justice would be accorded to those who are giving without stint their time, their abilities, and their health to the common cause."

Officers in Evacuated Areas

On this point, the memorandum drew attention to the plight of local government officers in certain coastal towns, who were threatened with dismissal as a result of the evacuation, voluntary and compulsory, of the civil population. This position, and the totally inadequate proposals of the Ministry of Health to meet it, were described in LOCAL GOVERNMENT SERVICE for August.

In an attempt to meet the position, NALGO, with the approval of the Ministry of Health and the co-operation of the Ministry of Labour, had appealed to all local authorities to give preference in making appointments to officers dismissed from these areas, and was preparing a national register of such officers. This action, however, was not nearly enough, particularly in view of the national service now being performed by local government officers—service similar to that performed by men in H.M. Forces and deserving government recognition.

"The officers," the memorandum declares, "are shouldering immense burdens, and giving their time night and day for the protection of their towns. They have in many cases been prevented from joining the Forces, and are now faced with the position that their councils may at any moment be compelled to declare them redundant. Many will, however, be the last to leave the defence areas, as they must retain the essential services to the end. It is a poor reward for their magnificent service to say to them: 'Here is a month's salary. We have no further need for you.'"

NALGO, therefore, urged that:

(a) Officers displaced as a result of evacuation of the civil population should be transferred to some other local or quasi-public authority, to the Regional Commissioners or to the Government service, on the same terms as the civil servants—i.e. their removal expenses should be paid, and they should receive no less salary than at present. If alternative employment be offered by another authority at a lower rate of remuneration than an officer is now receiving, provision should be made for making up the difference between the lower rate and normal civil pay.

(b) Failing (a), compensation should be paid for any loss they may sustain, in accordance with Section 150 and Schedule 4 of the Local Government Act, 1933.

(c) The Government should make appropriate grants to the local authorities concerned to enable them to retain officers on full pay for such reasonable period as is necessary for transfers to be effective.

(d) Superannuation rights should be maintained. Officers who have paid contributions should be assured of getting the allowances for which they have contributed, and safeguards should be provided to ensure the continuation of existing superannuation allowances; also, consideration should be given to allowing officers approaching retiring age (who may not have had 30 years' service or have attained 60 years of age) to retire if they so desire when evacuation is ordered. These officers may be unable—owing to their age—to find alternative employment.

(e) Officers should be reinstated in their positions at the termination of hostilities.

(f) Local authorities should be assisted to maintain the war service payments they have agreed to make to men serving in H.M. Forces.

Employment of Councillors

NALGO emphasised the undesirable effects of section 10 of the Local Government Staffs (War Service) Act, 1939, which enables members of local authorities to take paid work in the civil defence services. This practice, it was argued, while contributing in no way to efficiency, led to many abuses, such as the risk of patronage, disturbance of the relations between councillors and officers, and difficulties for chief officers who might have to give instructions to a member of the council employed in a subordinate position. It was opposed to the principle that councillors should exercise executive functions only, leaving administration to their qualified officers.

That the Government itself had recognised the dangers was shown in the statement by the Parliamentary Secretary to the Ministry of Food on May 23, when he announced that, in future, members of the staffs of food control committees would not be allowed to serve upon local authorities.

In these circumstances, NALGO urged the Government to notify local authorities:

(a) That, despite the war, it is expected that the highest principles of public administration will be rigidly maintained.

(b) That it is generally undesirable that appointment from the personnel of local authorities should be made to paid positions in schemes of civil defence.

(c) That where such appointments have been made they should be carefully scrutinised with a view to the appointment, wherever possible, of a professional officer, who shall have direct responsibility to the local authority concerned.

Suspension of Elections

The Local Elections and Register of Electors (Temporary Provisions) Act, 1939, which suspended municipal elections and the preparation of registers of electors and jurors' books, has involved many local government officers in heavy financial loss. Inquiry by NALGO showed that in 190 representative authorities alone, more than 640 officers were affected, some having lost as much as £220 a year, with consequent reduction in superannuation allowances, despite the fact that for years they had been paying superannuation on the emoluments of which they were now deprived.

NALGO had three times sent a deputation to the Home Office on this point, but without result save for the issue of a circular suggesting that authorities should employ the officers affected on other work, but declaring that it would be impossible to give them special compensation.

NALGO, however, submitted that the recognised principle of compensating local government officers who suffer direct financial loss in consequence of legislation should not be departed from even in present circumstances, and urged legislation to prevent any reduction in the superannuation of officers suffering such loss in the last five years of service before their retirement.

BOMBS WERE DROPPED ON—

This graphic first-hand account of a recent air raid, supplied by NORMAN H. ROGERS, confirms all forecasts of the efficiency of the civil defence services in action, and should interest and encourage officers in areas not yet subjected to attack.

IT is Thursday evening—the evening devoted to the preparation and packing up of the wages of A.R.P. personnel. By chance, rather than design, this work is done in the basement air-raid shelter. All is in full swing—money being counted into neat stacks, pay packets being filled, and bags packed in readiness for Friday's depot pays.

The workers hear a thump—a door banging, probably. A messenger from the report centre enters quietly and two of the pay officers (on Thursday evening control duty) leave.

Then news begins to filter from the Report Centre—an "incident" has occurred. But the wages work continues. Then another "door" bangs. Ten minutes later, the "warbling" note is sounded, about a quarter of an hour after Hitler's envoys had personally announced their presence.

In the Report Centre, however, things were working like clockwork. To the control staff this was just another "Borex" (short for "Borough Exercise"). Messages were flowing in, units were being moved, and the indicator board showed that, whilst their wages were being steadily prepared, the A.R.P. personnel were, for the first time, more than steadily earning them on "active" service.

The raid was a surprise. Three "incidents" occurred. A direct hit on a factory estate reduced a factory to a heap of debris. An incendiary bomb started a fire. Some private cars parked outside looked like toy models that had been trampled upon. The roadway was littered with glass and chalk, partly plaster and partly dust from the chalky craters. Adjacent buildings looked drunk—windows smashed, roofs lopsided.

Before many spectators had fully realised what had happened—within five, even two, minutes of the bombs falling—the whole of the A.R.P. organisation had sprung into motion with almost ruthless efficiency. An "incident officer" was on the spot. Factory operatives, who, a moment ago, had crouched under benches to escape from they knew not what, were being marshalled from the area. Fire-fighting units took up positions, not anywhere, but systematically placed to allow free runway for hoses and equipment. Ambulances and sitting-case cars arranged themselves behind; stretcher parties and first-aid squads moved up in formation and began attending to casualties, and moving them away to the hospitals. Directing operations was the medical officer—unmistakable in his white steel helmet with "M.O." outstanding in black. He, by a piece of good fortune, had seen the raiders from his window, with the result that ambulances were on the way within seconds of the bombs dropping, and arrived even before the fire engines.

From another flank, the road repairs section of the engineer's services began to clear the roadway. Three squads, with mechanical shovels and rotary brushes, rapidly removed debris and glass.

As the road was made passable, demolition and repair equipment vans followed up. The repair squads personnel, some carrying oxy-acetylene blow-lamps, which burned still more brightly as night fell, worked splendidly. For them, the task was a long one, and to them many a casualty owes his life. Wardens, too, continued their task long after the main casualties had been cleared away—with the result that seven more were found in unexpected places.

Acting with the engineer's services were the public utility undertakings units, whilst assisting to maintain freedom of movement for the A.R.P. workers were police, military police, and home guards, who set up a cordon round the affected area into which no one could pass without an accredited authorisation.

At a focal point, directing the "action," were to be found the "chiefs of staff"—the town clerk, acting as A.R.P. controller, the chairman and certain members of the A.R.P. committee (in steel helmets, enamelled white with green bands), the borough engineer, the A.R.P. officer and chief warden, and chiefs of the fire and police services.

Have You a Raid Story?

Prizes of £1 1s. and 10s. 6d. are offered for the best first-hand accounts of air raid experiences, illustrating the heroism, humour and human interest of work in the civil defence services to-day.

To the onlooker, this spectacle of the municipal machinery running under a war-time schedule gave a feeling of unreality to the proceedings. Not long ago, the same "chiefs of staff" (with, of course, the exception of the essentially A.R.P. services) might have been seen standing together at another focal point, directing "action," say, in a slum clearance area. They would not have been wearing steel helmets; they would not have seen any casualties. They would, instead, have seen the mechanical excavators preparing foundations of a better social centre, not delving into the debris of a ruined factory.

Was this unreality felt by the A.R.P. workers? If it were, they did not show it. It was astonishing and reassuring to observe their complete confidence. One might have imagined that this raid, their first, was an everyday occurrence. Young girl ambulance drivers, while awaiting the call to their wheels, walked around self-possessedly offering cups of water to workers dry-throated from plaster dust. Even the postman continued to deliver his letters to surrounding offices, threading his way through the multitude of men and machines.

While ambulances went to and fro, while fire hoses emptied their contents, at the town hall, the mobile canteen, not yet fully prepared and with its paint still wet, was hurriedly brought out by the wives and friends of the municipal staff and laden with food and drink to take to the scene.

In short, the whole of the municipal organisation worked according to plan—even to the provision of a pay depot for the workers of the ruined factory.

Many technical lessons must have been learned. The most outstanding, to the lay observer, concerned the behaviour of the public. As with the Army and refugees on the continent, so it was with the A.R.P. services and the sightseers. From miles around people flocked, in cars, on foot, and, probably worst of all, on bicycles, to view the damage. They jammed important local road junctions and blocked "strategic" entrances to the affected area, making it most difficult for personnel and equipment to move. Ambulances had to drive on the wrong side of traffic bollards to make speedier progress. Repair and heavy demolition equipment was delayed.

Since then, the Government has appealed to sightseers to keep away from raided areas. But, knowing the British crowd, one wonders if appeals are sufficient. It might be advisable, where damage has occurred, to prohibit all traffic on roads between the damaged area and the appropriate depots, leaving those ways clear for A.R.P. vehicles. Alternatively, it might be advisable to re-instate the "Yellow" between the "Red" and "White" in the affected area, so that A.R.P. personnel could operate on the "Yellow" whilst the public was still rendered immobile. This would involve delaying sounding of the "all clear" for, say, fifteen to thirty minutes, by which time police, home guards, and other officials would have taken up their positions. This measure would be particularly useful if reserves had to be called in, or equipment moved from one end of an area to another.

A.R.P. IN WALES—A Not Carping Criticism

By W. G. DAVID

WHEN the War began, no one really thought a German bomber would reach Wales. But France's capitulation made it inevitable—with the result that to-day there is a growing agitation for more shelters in the coastal areas, particularly for schools. This does not spring entirely from a desire to protect Welsh people only. Because the Government thought, as did the inhabitants, that Wales was safe, the official evacuation policy has brought many thousands of children into the region. All the work and thought and expense, to say nothing of the unstinted voluntary help and very real kindness that have been poured out, will seem like dust and ashes if, after all, these young lives are endangered.

There is no panic. Raids have caused no real damage and little loss of life, but, facing the position squarely, the people think that the official policy should be reviewed in the light of changed events, and swift action taken.

Local Government officers recognise the obvious need in some districts for a revision of the A, B, and C classes of areas in the official schedule.

For years we have been talking about regionalism and regionalisation. Long ago, the multiplicity of local authorities was recognised as a frequent source of weakness, as wasteful, and, often as downright absurd. In the opinion of many, A.R.P. provided an excellent opportunity for temporary regionalisation, if nothing more. But the old weakness persisted. Arbitrarily, rural areas were made reception areas, without regard for their juxtaposition to populous urban and borough areas.

A certain coastal region gives an excellent illustration of rigid procedure instead of adjustment according to common sense. Proceeding from East to South West and West are found a county borough, a rural district (part of), an urban district, a rural district (part of), a borough, a rural district (part of), an urban district, another rural district, then a borough, and so on.

The county borough, the urban district and the borough first mentioned are "A" areas. The rural district is partly "B" and partly "C." Now comes the absurdity. The rural area skirts the county borough and part of it runs eastward to the coast to divide it from the urban district. Similarly, to the North West of the same borough lies the most populous part of the rural district, being merely an "overspill" from the county borough. Both "rural" parts are complete parishes and there seems to be no real reason, other than lack of foresight, why these should not be included in the "A" schedule. Of two neighbours living next door to one another, one is "protected" and the other not. Presumably, like the ploughmen in the Bible, one shall be taken and the other left, unless the Minister for Home Security can be persuaded to change his mind.

This scheduling business is the only substantial cause for complaint. A.R.P. services and personnel are working perfectly.

Plan for War Administration

Essential economies, new war tasks, and the calling up of more and more officers, are compelling drastic reorganisation of local government work. How can it best be done? Here, SYDNEY LARKIN, City Treasurer, Coventry, gives his answer. Have you any suggestions? We offer £1 1s. and 10s. 6d. for the best received before October 1.

THE adaptation of democratic local government to war conditions must have exercised the minds of many local administrators. The problem is, I think, insoluble. Democratic local government is based on idealism, (it could not be justified on any other basis) while war is based on economic factors — exports, trade routes and so on—which are, of course, crudely materialistic, no matter under what guise the *casus belli* may parade.

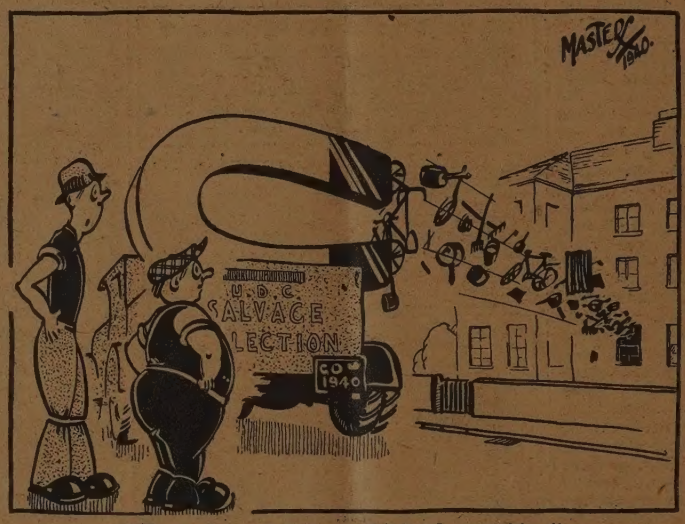
In a total war, such as that in which we are now engaged, it is doubtful whether there is room for democratic local government. Total war excludes everything of that nature. If in doubt, one has only to read the public utterances of Ministers of the Crown to be convinced.

It is, however, clear that one cannot scrap such a thing as our system of local government, a growth of more than a thousand years, in the twinkling of an eye. Many reformers, it will be remembered, who would wish to do away with our system of local rates have found that the strength of even three-hundred-year-old roots is not easily overcome. How much harder will it be suddenly to fit our local government into a totalitarian machine!

One feature of war must give harmless amusement—the desire of "reformers" (to give them no less flattering name) to use it for the furtherance of their own pet schemes. The correspondence columns of the daily press are constantly occupied by persons who want to introduce all sorts of things which few other folks want—teetotalism, women police, town planning, daily prayer, family allowances, Utopian schemes of continental government, and all that sort of thing. In the same way, we might use the war for the introduction into local government of all kinds of reforms which, in the easy-going days of peace, might have been impossible of achievement.

We are in a position to deliver a verdict on one or two experiments which have been made. Before the outbreak of war, local authorities were saddled (against their will) with a quite foreign duty of A.R.P., now more often known by the more ambitious title of Civil Defence. In those areas where local government consists of house refuse removal and a few similar services, the imposition of A.R.P. seemed to overwhelm the local authority. Its members and officers responded to the call with great energy and willingness. It was clear, though, that the A.R.P. services should not have been placed on local authorities—it was good neither for the authorities nor for the services. I think all detached observers connected with local government are agreed on this.

Then there was the "hint" that emergency committees should be set up. This was so alien to the whole spirit of local government that wide dissatisfaction was caused. But this step was probably in the right direction if the object was to fit local government in to the war effort. The difficulty was to overcome the genuine bogey of irresponsibility which is almost bound to be present in any small autocratic body not possessing special qualifications and not subject to criticism. In a few areas, emergency committees were able to root out certain abuses which had crept into the easy-going routine of past years. In most cases, they did not give satisfaction.



"Trust the surveyor to think of something"

Emergency committees having failed to meet with the approval of the people, it is hardly likely that a paid commissioner would be any more popular. It is not certain that such an appointment would be a failure in every case. Much of the failure of emergency committees came from the jealousy of superseded committees and councils, directed against their own kind. It does not follow that the complete abolition of local councils for the period of the war would cause the same discontent. It might cause a different kind of discontent, but the majority of the people are indifferent to the actual method of local government and do not complain so long as they are supplied either with the essential services or with an adequate reason for the absence of such services.

The maintenance of essential services is obviously the key-note of war-time local government. Anything going beyond that, or rendering it more expensive or more dilatory, should be avoided. The utilisation of men and materials on any work which could be left undone without disaster to the health of the community is clearly inadvisable. This sort of thing has been repeatedly said by Cabinet Ministers for the past twelve months, but they find just as much difficulty in putting their words into action as does the average local authority.

In the absence of autocratic local government, it is only possible to suggest administrative economies. Most of the following suggestions are already in operation in some area or other. They merit serious consideration.

Allotments and other agricultural activities should take the place of parks and recreation grounds, and the organisation should be completely switched over.

Architects' departments should be reduced to a minimum or, better, completely suspended.

Audit cannot easily be abolished, but can be cut down to an absolute minimum. The examination of expenditure should be intensified.

Art galleries and museums should be closed.

Swimming baths cannot be closed with any advantage, but prices should be increased to cover expenditure or, alternatively, to reduce usage.

All contributions for services—hospitals, secondary education, maternity beds, midwives, mental deficiency, poor relief, and so on—should be the subject of assessment by a central department. In fact, all overlapping of functions, wherever existing, should be ruthlessly cut away.

Books, printing and stationery should be subject to expert scrutiny, both as to quality and utility. Many thousands of pounds may be saved in this direction.

Cheques for dividends and salaries should be abolished so far as possible by arrangement for direct paying into banks. In the case of salaries, this method of payment should be made a condition of service.

"Civic Centres" and all similar schemes should be postponed and no work or expense of any description should be undertaken in connection with them.

Competition between gas and electricity undertakings should cease and all common operations (e.g. meter readings) made uniform. All advertising should cease.

Cremation should be encouraged in place of burial, by increasing charges for burial to an extent that makes cremation financially advantageous.

Conferences have largely abolished themselves. Those that show any signs of life should be instantly "strangled."

Cost accounts should be examined for their utility. Unless there is evidence that good use is being made of the result of a system, it should not be continued.

Co-operation between local authorities should be fostered.

Hospitals and Institutions should be put under unified control. A multiplicity of superintendents, stewards, stores, etc., can be abolished for the period of the war.

Libraries should reduce their procedure to the classification and issue of books. All propaganda and statistics should be cut out.

Postage arrangements should be put into competent hands for the whole local authority, special attention being paid to malpractices in size of notepaper, envelopes, postage or delivery charges, etc. Interdepartmental communications should be put on a common-sense footing.

Typing and duplication should be centralised. There is much waste of personnel and equipment in this section.

Council minutes and reports should be reduced to essential and useful matter. No meaningless phrases should be allowed to persist. Committee meetings should be reduced in number and documents submitted to committees reduced to essential points.

These are mere indications of what can be done. In daily practice there are hundreds of activities which the municipal officer can easily recognise as not fitting into the war machine. The draft of this article is written on the back of a foolscap printed document issued by a local authority for a meeting held at the end of July, 1940 (after eleven months of war), and two of the pages contain 4 and 9 words respectively. It makes you think!

Offers of Service Not Enough

By Lucie R. Holman
Borough Librarian, Heywood

ALL over the country, members of NALGO are anxious to give their best today, and many branches have voiced their desire for unstinted service to their authorities. Some may have been nonplussed, even grieved, that their wish to serve has been apparently overlooked. Those must remember that it is not only members of NALGO who are keen to help, but that numerous voluntary bodies which have sprung up since the outbreak of war are also promising their support to local councils.

It behoves officers, therefore, rather than making pious expression of their ambitions, to make concrete and detailed proposals showing how these offers, their own especially, may be utilised and put into practice. Councils themselves do not usually elaborate schemes of work, and in the extraordinary conditions of today, a "patriotic gesture" offering ungrudging and unlimited assistance is not enough, for authorities cannot visualise its applications. A plan of how to make use of the offers is needed, and each branch of NALGO ought to consider this matter.

The war has made revolutionary changes necessary in local government work. Hardly a municipal department is unaffected. While many normal activities must be suspended, others, equally diverse, are taking their place. The cessation of work involving capital expenditure affects the departments of town clerk, treasurer, and engineer mostly. On the other hand, emergency committees, A.R.P., food and fuel control, and their attendant complications, add a quota to the tasks of each. In the province of public health certain services have been waived, but the upkeep of first aid posts, etc., and the training of the appropriate staffs, have piled on extra work. While these sections are engaged on defence measures, the education and public library departments carry on as normally as possible, shouldering in addition some of the responsibility of maintaining the morale of the populace, which includes such new ventures as Citizens' Advice Bureaux and youth centres. Trading departments, gas, water, and electricity had at the beginning many precautions to prepare but, having completed these, can now proceed more or less as usual, except in those areas which are being subjected to heavy air attack.

Besides these changes, which are common to all authorities, there have been special ones in certain areas. Evacuation, both organised and voluntary; billeting and stationing of men of H.M. Forces; camps for prisoners-of-war and internees; and the influx of allied troops and refugees have necessitated remarkable adjustments, disrupting public services. Everywhere, too, staffs are depleted.

Despite these drastic changes, however, no general outline of the adjustment and adaptation of local government Service to meet present-day requirements has been formulated. The time is now opportune to put forward ideas for the guidance of authorities. How can essential duties now be performed to the greatest satisfaction of all concerned? How can the maximum efficiency be secured from limited staffs?

The first, and main principle may have already been adopted in some municipalities. It is the centralisation of secretarial work, and the pooling of staff. By sharing typists and clerks it may be that some are released for more specialised work in their particular department in which a newcomer would have insufficient technical knowledge to be of immediate value. Typists could do the correspondence, filing, posting, and so on, of the various departments.

Similarly, it may be feasible for assistants to be loaned inter-departmentally. Owing to restrictions on paper, public libraries, for instance, have eliminated many special lists and bulletins and the cataloguing and administrative work, which occupied assistants during the day time is reduced. Yet the staff is needed to attend to the wants of readers during busy periods. They could, however, help other departments during quiet spells in the library.

To amalgamate certain types of municipal work among those experienced in it will prove more profitable than initiating new staff, even were such obtainable. As a natural sequence to these combinations comes the concentration of invoicing and of the compilation of wages sheets. All these processes can be brought together, and the number of staff thereby reduced. The shortage of paper indicates more than ever the need of central stationery offices.

It should be possible for officers to find other reforms and economies which can be applied in particular spheres. Free discussion on this topic should reveal hitherto unthought-of alterations.

Save Labour by Ending Departmentalism

By N. H. R.

IN time of war, we must forgo luxuries and salvage necessities. In local government administration that means, among other things, doing without the luxury of departmentalism and economising in labour, of which the shortage is becoming acute.

Departmentalism is to-day one of the greatest obstacles to economy in labour. For example, some local government staffs have offered to co-operate with their councils in framing schemes for the greater utilisation of their services, yet their suggestions have proved unacceptable, possibly because they cut completely across the departmental system. This system involves a series of water-tight departments, each subject to one chief, and often carrying out similar routine duties or processes.

Each department, for example, has its secretariat of typists, filing clerks, and postage sections; each possesses its accounts and wages section; many have staffs of collectors—rents, rates, electricity, perhaps gas, and so on, with appropriate cashiers.

Many local authorities still buy their stationery and administrative equipment departmentally. Others maintain duplicate records—as where public utility undertakings compile and keep records of consumption while the local authority's financial officer collects the money due. Indeed, such uneconomic practices exist within authorities themselves. There is at least one large borough where the estates manager controls all lettings of corporation properties and collects weekly rentals, but the financial officer collects quarterly rentals.

To-day, we cannot afford such wasteful procedures. Departmentalism should give way to a "process" scheme. Take, for example, the preparation of wages sheets in a large county borough. Such a "process" is a relatively routine matter, and the method is consistent throughout the departments, each employing a senior wages clerk, assisted by a varying number of clerks.

At present, this borough has about six senior officers in charge of six sections. Under a "process" scheme, the preparation of all wages could be done by a single section under two senior officers—releasing the other four for other duties.

A similar system operates for the ordering and invoicing of goods, each department employing an accounts clerk (sometimes the same person as the wages clerk)—a senior officer who spends his time writing orders, and checking goods' receipts, etc. Were the whole system of ordering to be placed under one senior officer, the others would be released, with a consequent saving of money and fuller utilisation of senior staff.

A similar system could be applied to all routine duties now performed individually in each department. Further, such a system would lead to greater mobility of staff. Departmentalism makes any "spread-over" of work almost impossible—with the result, seen everywhere to-day, that some departments are shockingly overworked while others are relatively free of pressure. Where the "process" system is adopted, on the other hand, a big job—for example, the preparation of a report calling for many typists—can be spread equitably over the whole of the staff.

Two innovations, the first directly, the second indirectly, resulting from the war, are the recovery of billeting costs of evacuated children and weekly payment of rates. Where collectors are employed, from door to door, or at certain depots, these two collections could be merged. Indeed, the collectors could also replace the collection of rates through banks, for which a local authority has to pay a commission. Further, where there are large housing estates, rent collectors could be employed to collect the billeting costs.

Staff "Pool" to Tackle Emergency Tasks

By a Town Clerk

MY own authority has recently been discussing the staffing problems created by the calling up of officers for service in the Forces, the difficulty of securing temporary staff to replace them, and the probability of heavy additional work in the event of severe air raids or the large-scale influx of refugees from more exposed areas. A plan I drew up to meet these problems may be of interest.

The plan, briefly, was that we should form a staff "pool" consisting of three men over 40 and three competent shorthand typists. This pool would be used for two purposes.

1. To supply temporary help to any department needing it for emergency work or because it had lost an officer to the Forces; and

2. As a means of training staff to undertake emergency work of any kind.

If any member of the pool, on being loaned to a department, showed special aptitude for its work, he could be retained there and the pool brought up to strength by engagement of a new temporary officer. The scheme also involved the creation of a new post, that of staff supervisor. This officer would:

(a) Undertake the preliminary training of members of the pool and allocate them to departments needing them, in co-operation with the chief officers concerned;

(b) Be responsible for all executive work in connection with the engagement of staff—drafting of advertisements, arranging for interviews, and so on.

(c) Make a summary of "man power" in each department, with a view to discovering whether any members of the staff were available for transfer to the pool.

(d) Arrange rotas in the control room, where callings-up, holidays, the departure of typists for other jobs, and so on, frequently cause staffing difficulties.

(e) Generally, relieve chief officers of the staff problems which at present take up an undue amount of their time.

A scheme of these lines—suitably modified, of course, in relation to the size and type of authority concerned, would, I believe, go far to solve many of the staffing difficulties facing chief officers everywhere to-day.

SCRAPHEAP FOR 1940

By "Jackass"

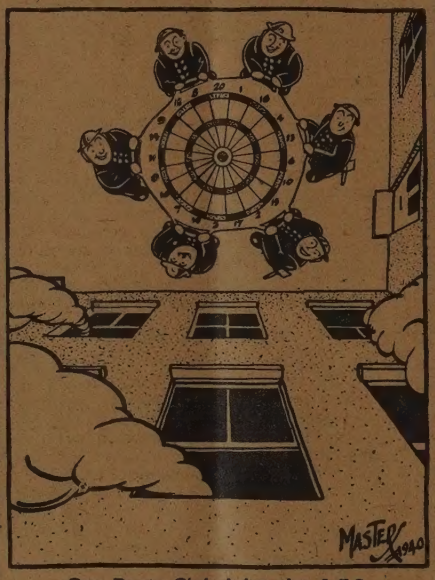
HOWEVER one may doubt their industry, ability or utility, the patriotism of our Council in Much Cowslip is beyond question. As one obligation after another has been thrust upon them by the Government under the stress of war, they have manfully shouldered each new responsibility, passed a resolution allocating the new duty to the appropriate official, and gone home to tea warmed by a pleasant sense of having increased their contribution to the all-important war effort. The selected officer, of course, has to stay behind and get on with the job, unless he happens to be the Clerk, in which case he also goes home and I stay.

Before the August meeting of the Council I amused myself in my few idle moments by speculating to what new activity I could be detailed or what additional task of the central government would next be passed on to its local handmaidens, and thus to me. After a careful study of the existing position I concluded that only foreign policy and the control of the armed forces still remained entirely in the hands of Whitehall. Accordingly, I practised drawing up protests sufficiently strongly phrased to placate home opinion but innocuous enough not to offend any foreign power to whom they might have to be sent. I also perfected involved schemes for the rapid and entirely purposeless movement of as many troops as possible from and to points as far distant as could be arranged. Satisfied that I was competent to undertake whichever of its remaining functions the central government might choose to delegate, I indulged in pleasant dreams of becoming—in addition to the offices of Deputy Emergency Feeding Officer, Deputy Local Food Controller and ditto ditto Fuel ditto, Deputy Civil Defence Commissioner, and a score of others with equally resounding titles—something in the nature of Deputy Local Adviser on Foreign Affairs or Deputy Civil Field Marshal. Perhaps, I mused, there might be a uniform, with medals. Oh frabjous day, calloo callay!

Idle dreams. My expectation that August, like its predecessors for many moons, would bring its added burden was fully justified, but scarcely as I had hoped. Lost in anticipatory visions of myself as a suave but deadly diplomat or an infallible military tactician, I had forgotten salvage. So it came as something of a shock to learn that by regulations duly made under the usual incomprehensible section conferring the usual vague and elastic powers on the appropriate Minister, Much Cowslip was required to create and operate a scheme for the efficient collection of salvage. I ought to have realised it was bound to come; the local government officer, so long the butt of music hall red-noses and editor-pestering Pro Bono Publicos on the score of alleged extravagance and wasteful methods, was actually being recognised by His Majesty's Government as the cheeseparing miser he actually has to be, and therefore the ideal person to instruct others in the avoidance of waste. Or else the Government was adopting the well-tried method of hiring a poacher to act as gamekeeper. In any case, the job was ours.

Naturally, the Council, being unable to do otherwise even had they wished, unanimously agreed to institute the collection of salvage and appointed the Clerk as Salvage Officer. Councillor Gumble enquired what salvage was, and, when told, asked with a most offensive snigger whether a Salvage Officer was a man to collect rags, bones, and jam jars. The Clerk blushed quite a delicate shade of old rose as he agreed.

Inevitably—how I long to be a Clerk!—I had to do the necessary work. My chief problem was that there had never been a system of refuse collection in Much Cowslip, much less any attempt at salvage. The local custom was to dump tea leaves, bottles, cans, bones, scrap metal—in fact, everything which would neither burn nor serve as pig food—into the deep and fast-flowing Cowslip canal. I had to change the habit of generations, so naturally I resorted first to propaganda. Surely, I argued, if propaganda can subjugate a continent it can collect a few unconsidered trifles. Banners were erected outside our office urging villagers to "Turn Salvage into Salvos" and telling them that "Salvage is Wise Saving." The only result was that one old lady called in to buy a Salvage Certificate. I sold her a home-made one, repayable in 1999. She was 93 years old, so I doubt whether she will live to present it, and in any case I shall have retired by then.



Our Darts Club Joins the A.F.S.

Propaganda having failed, and fired by the example of the Ministry of Information, I launched a house-to-house canvass. Unfortunately, our enquiries coincided with Anti-Gossip Week, and housewives either ignored our timid knocks altogether or with stony stares and pursed lips declined to disclose whether they had any useless lumber to give.

Looking back at our progress now, I realise how typically British our methods were. First we tried the voluntary system, the appeal to the finer instincts, the request to co-operate. Then, having searched for and failed to find any compulsory powers we could exercise, we decided to offer an inducement. The result was almost overwhelming.

A large notice was posted announcing that the value of all scrap delivered to the Council office would be credited to the rate account of the ratepayer who brought it. Handcarts, dog-carts, wheelbarrows, and small boys brought oddments of every conceivable shape, size, and type. Even after we had picked over the offerings and taken home everything we fancied, mounds of scrap round the building grew so rapidly that fresh supplies soon had to be thrown on from the roof.

Administration of the scheme presented many difficulties. No member of the staff could distinguish metals or assess values. Finally, we decided to offer a flat rate credit of threepence for each consignment, irrespective of quantity or quality, but when Councillor McIsaacs began to bring a derelict wristlet watch along one component at a time we hurriedly reverted to our original system of rough guesswork and hard bargaining.

Another problem was the huge heap of bones which grew visibly after lunch every day. Hot weather and old bones are a fearsome combination, and the smell became so irresistible that Rosewater, as our Sanitary Inspector, felt compelled to serve a statutory notice on himself, as the person responsible for the proper sanitation and hygiene of the offices, requiring himself to abate the nuisance forthwith. He complied with his own order by moving the entire heap bone by bone a safe distance to leeward of the village.

My delight at the immense success of my methods was pardonable. I had visions of accumulating enough salvage from Much Cowslip alone not only to win this war but also provide a substantial reserve for the next. All the more disappointing, therefore, was the ungracious way in which the Clerk abused me when he discovered that every inhabitant had not only paid his current rate demand in scrap but had accumulated a sufficient credit to offset the normal rate precept for the next forty years. How, asked the Clerk, were we to pay ourselves our salaries without any cash income? In rags and jam jars? He gave me until five o'clock the next day to produce the answer.

After a sleepless night I evolved a solution. When I conveyed it, with some misgivings, to the Clerk he at first reacted with his usual variation of the accepted warnings of impending explosion. His face became red, deepened to purple and finally turned a sickly yellow. On the verge of an outburst he paused, considered, and finally approved.

Briefly, my suggestion was, by selling the collected material, to raise enough money to meet the year's expenses, and to fix the next precept at a sufficiently high figure—say £25 in the pound—to wipe out the credits and provide for the usual annual income.

The first task, then, was to sell our assets to the best advantage. Careful sorting of the items revealed many which, when burnished and artistically touched up by the staff, became not only usable but almost ornamental. Saucepans, especially, were unrecognisable when polished and the holes pasted over with silver paper. Impenetrably disguised as hawkers, the staff toured the village disposing of the renovated articles at reasonable prices, often to the housewives who originally owned them. The irreparable scrap we sold through the ordinary channels, Councillor Gumble purchasing the bones at two shillings a ton. What he did with them we never knew, but he has since sold a fertilizer at two shillings a stone which has a faintly familiar odour.

The final cash receipts were surprisingly high. So much so that, after due allowance for the year's expenses, especially salaries, we were able to buy and present to the nation a "Much Cowslip" Spitfire.

Thus has Much Cowslip done its share, but if Mr. Herbert Morrison mentions salvage to me again I shall know what to do. I shall name a well-known place and tell him to "go to it."

Orders is Orders

A Home Guard in a lonely spot cried "Halt" to a man in a car, who promptly halted.

"Halt," said the Guard again.

"I have halted," said the motorist. "What do you want me to do next?"

"Blessed if I know," said the Guard. "My orders is to say 'Halt' three times and then shoot."

* * *

Evacuees

Sir,—Some people think that this is one of the prettiest villages in Somersetshire—even in the West of England. This is what a mother evacuee said: "Well, I have been to look at that hill, and if I have to look at those trees, and if I have to look at these faces every day, I'd rather return to London and be bombed."

* * *

Agricultural Training

Someone asked a young land girl called Mabel:

"*To milk our brown cow are you able?*"

She replied: "No, not quite,
But I practise each night
With some sausages under a table."

* * *

Droll Story

I like the story referred to in the recently-published *Letters of Lady Harriet Cavendish* 1796–1809 of the imperturbable gentleman at a house party who, first made dead drunk, then "rubbed over with sirupp" and rolled in a feather bed, recovered, "walked slowly up to the glass and upon beholding himself quietly said, 'A bird, by God,' and went and sat down again."

* * *

History Repeats Itself

Could anything be more marvellously pat to the present situation than this quotation from Lord Palmerston at the age of about 23? It is taken from Lord Dalling's memoirs of Palmerston:

It is a singular circumstance in Buonaparte's political conduct that, so far from concealing his designs, he purposely publishes even the most violent of his projected innovations some time before they are put in execution: and the consequence has uniformly been that, instead of being alarmed and prepared to resist, the world has, by anticipating conquests and changes, become by degrees reconciled to them, and submitted almost without a murmur to the mandates of the tyrant.

* * *

The Aryan Hen

Here is the latest Nazi absurdity for home consumption: "Every hen should lay 140 eggs a year. This is impossible with non-Aryan hens of mixed descent. So kill them and replace with pure German breeds."

* * *

Official Denial

The Ministry of Health denied last night that 248 of its employees are living on roots and the bark of trees in Northumberland. "They must be the Board of Works crowd," said a high official. "Our people are all provided for by the soup-kitchen."

—"*Beachcomber*" *in the* "*Daily Express.*"

* * *

Anticlimax Department

(*News summary in the Herald Tribune*)

THE WAR

Two more British ships sunk, fourteen in crews missing Page 2
Liner Georgic among four ships here from the war zone. Page 3
Hitler places German repatriation in hands of Gestapo chief. Page 5
London hears of Russian demand for Turkish territory Page 6
Camouflage found keeping pace with war photography Page 7
Alfred Duff Cooper expects Hitler's forces to strike soon. Page 9
Italy said to be planning south-east bloc to bar Russia. Page 10
Dr. Dafoe says quintuplets to not know Canada is at war. Page 13

AT RANDOM
By "Hyperion"

Heil, Freedom

By courtesy of the Ministry of Information (Second-hand and Shop-soiled Cliché Section; Principal: Wardress Dame Utter, O.B.E.), this old department has been granted a licence permitting it to refer to England as "this island fortress." When using the term in public inns and conveyances it cannot be arrested for causing despondency and alarm.—*Maurice Lane-Norcott in "The Daily Mail."*

* * *

Rumour

The most delicious rumour in this war is that the Tivoli Theatre, in the Strand, is packed from floor to ceiling with papier-mâché coffins. Well, I hope mine fits me.

* * *

Did He Pinch It?

Miss Cassie H—— reported the loss of twenty dollars to the police to-day. She claims that the money was concealed in her stocking. The loss was discovered soon after the departure of a vacuum cleaner salesman who had been demonstrating his line.—*Grand Rapids (Mich.) Herald.*

And apparently not a bad line at that.

* * *

Ruthless Rhyme

Father heard his children scream,
So he threw them in the stream,
Saying, as he dropped the third,
"Children should be seen, not heard."

Harry Graham.

* * *

Secrecy

An official communication was received in a regimental orderly room.

It was enclosed in an imposing envelope marked "secret." The communication itself was headed—in red type—"secret." Beneath was the notice:

"The information contained in our note reference —— is no longer secret."

Mixed Metaphor Department 209

Sir Boyle Roche, the Irish soldier and politician who died in 1807, was renowned for his mixed metaphor. His two best-known efforts are:

(1) "I would gladly sacrifice, Mr. Speaker, not only a part of the Constitution, but the whole of it, to preserve the remainder"—a sentiment which Messrs. Churchill, Bevin and Morrison might echo to-day!

(2) "Mr. Speaker, I smell a rat; I see him floating in the air; but mark me, sir, I will nip him in the bud."

He was surpassed by an orator in Paris during the Revolution, who said:

"I would take my own head by the hair, cut it off, and presenting it to the despot would say: 'Tyrant, behold the act of a free man!'"

And he has, at least, been equalled by one of our living Members of Parliament. Hansard for May 28 records these words:

"I can assure the Minister that anyone in his position will require to have courage and a double-edged scythe to cut down and winnow away the army of barnacles that have got into that establishment."

* * *

Any Offers?

Cot, pram, baby and rocking chair for sale; £2 10s. or nearest offer.—Rayner, 2, Luzley Cottages, Ashton.

—*Ashton-under-Lyne Reporter.*

* * *

Something Wrong

It was the first time he'd been to church.

"*What are they all doing, mummy?*" *he asked when the congregation knelt.*

"*Hush, dear! They're saying their prayers.*"

"*What!*" *he exclaimed incredulously.* "*With all their clothes on!*"

* * *

Thought for To-day

Walled towns, stored arsenals and armouries, goodly races of horse, chariots of war, elephants, ordnance, artillery and the like; all this is but a sheep in a lion's skin, except the breed and disposition of the people be stout and warlike.—*Francis Bacon: "Of true greatness."*

YOUR B. and O. Fund is in Danger!

THE Benevolent and Orphan Fund is in danger. Calls for help are rising—and are bound to rise still further while the war lasts. At the same time, income is falling owing to the absence of many members in the Forces, the heavy calls on the time of collectors, the impossibility of holding social activities, and the disappearance of "Beano" and the "Help Yourself Annual."

To-day, the Fund is maintaining and educating 25 orphans, supporting 450 widows, and helping members in difficulty at the rate of £450 a month. To carry on, it must have at least £26,000 this year.

The National Executive Council is therefore appealing to every member to double his subscription and to give a minimum of sixpence a month for the duration of the war.

If you are a member of the Fund, will you do this? If you are not a member, will you join at once?

The other day the father of a member killed in action in Flanders sent a cheque for £5 5s. in memory of his son.

Another member is sending the amount of his cost-of-living bonus to the Fund each month.

These are individual gifts. There are many ways in which branches, collectively, could raise more money.

Bethnal Green branch, for example, with only 200 members, is planning to net 100 guineas this year by means of the following schemes:

Devoting 75 per cent of the profits of its thrift trading scheme to the Fund. This will produce about £25.

Introducing a penny-a-week collection. This has been merged with collections for a staff comforts fund and a Red Cross fund, each member being asked to make one payment of 1s. a month, which is equally divided between each fund. From this the B. & O. Fund should get £30.

Holding a monthly raffle for National Savings certificates (of which a member gave twelve, one to be raffled each month). This should produce at least £25.

Selling theatre tickets and similar gifts by members.

In addition, keen members of the branch never miss an opportunity of gathering small sums. At a branch meeting the other day, for example, while votes were being counted, the President collected 7s. 6d.

Hucknall branch has hit on another idea. "We considered," its secretary writes, "that every branch which had not had to shoulder the expense of sending a delegate to conference this year might reasonably give a grant approximating to the amount it had thereby saved. I have therefore been instructed to send you a cheque for £5 5s. . . ."

If every branch collected in the same proportion as Bethnal Green, the Fund would this year obtain at least £60,000.

And if every branch followed the example of Hucknall it would get a further £7,000 or more.

What about it?

Should We Affiliate With T.U.C.?

I AGREE that NALGO should affiliate with the T.U.C. I cannot see how it is possible for a large association like ours to remain outside. Modern conditions call for unity. Big businesses have joined up, employers have powerful unions—in fact, it is difficult to barge into the rag and bone trade without knowing the ropes and proving sincerity.

The present fight for war bonuses proves conclusively that there must be unity with the T.U.C. Branches should not have to fight and appeal to the local authorities to secure a little consideration. Such a question should have been dealt with nationally. It is unfair for some towns to grant a bonus, while others are left in the lurch.

It has been my experience that there is a snobbish feeling among many local government officers on this question of becoming a real fighting union. Yet there are many councils that even an earthquake would not shake, so what hope is there for a few of their employees to seek fair treatment? Power counts to-day, and blackcoats are badly in need of some. Female competition, low wages, unpaid overtime, increased cost of living, are only some of their worries.

Surrey. L. B.

"Dynamite" Wanted

"YORKSHIRE Tyke" has the right idea, and his policy of affiliation has many supporters in Cornwall, where conditions are even worse than those in Yorkshire.

I would compare the work of NALGO to a miner's drill. It has worked its way through soft rock to a point where further progress is going to be exceedingly slow. There is only one alternative—*Dynamite.*

A CORNISH COUSIN JACK.

"Most Opportune"

IT is the considered opinion of many members that affiliation with the T.U.C. would be most opportune to-day, for the following reasons:

1. While the principle of Whitleyism is excellent, in practice its machinery has proved cumbersome. In many cases reactionary employers on Whitley Councils have grudgingly agreed to minimum cost-of-living increases; in others, decisions have been ignored by certain local authorities. In Scotland, for example, a niggardly 5 per cent. for salaries not exceeding £250 was given to meet a cost of living increase which is now 21 per cent. Married members with families and pre-war commitments who are earning a little over £250 do not need an increase apparently, despite increasing taxation, direct and indirect.

2. The objection that affiliation would bring us into the political sphere cannot hold now since Mr. Ernest Bevin, Minister of Labour and National Service, who is connected with the largest trade union in the country, has himself said that all workers should be organised in trade unions. Further, in the Government, if we are correctly informed, party politics have now been subordinated to the common fight for democracy against Fascism, external or internal. The other common objection is that we are in a different category compared with ordinary workers. We certainly *are* in so far as organised workers in trade unions can assert their rights, while we, with ever-increasing duties necessitating overtime (unpaid) alongside Home Guard, A.R.P., A.F.S., and other voluntary work are—well, just members of NALGO.

3. Since "the time is inopportune for Whitleyism" (vide the report in your August number of the meeting of the local authorities' associations), affiliation to the T.U.C. would give NALGO some real status. The Scottish Bankers' Association by its affiliation, has recognised this. Other trade union blackcoated workers—e.g., members of the Railway Clerks' Association—have had two increases of £10 each annually and have been granted holidays previously cancelled.

Only when NALGO becomes a live trade union can we expect our interests to be adequately protected. We are all prepared to make, and are making, sacrifices in the fight against Fascism, but there is a limit. We must live. Members of the N.E.C. must seriously consider this vital question.

24, Station road, JAMES. J. MCDONAGH.
Millerston, Glasgow.

NALGO APPROVED SOCIETY HEALTH INSURANCE

Members who have NOT yet forwarded their Insurance Card for the half-year ending June, 1940, are asked to do so immediately, otherwise they may suffer loss of benefit during the year 1941.

ONE CAUSE OF APATHY
Undemocratic Chiefs

MENTION is made in the August journal of the apathy of some NALGO members, but no explanation is put forward for this lack of interest.

A situation which is particularly difficult to combat arises in a branch where the president, chairman and several executive committee members are heads of departments and deputies. They are voted, year after year, to these positions in order to give some appearance of stability and importance to the branch, and to avoid victimisation.

As these chief officials hold comparatively well-paid posts, and are not likely to be called upon to serve in H.M. Forces, their attitude towards questions of wartime bonus or making up service pay may be passive, if not definitely obstructive. The reason for this is that they fear agitation in which they will be involved.

At meetings, it is indiscreet for subordinates to disagree with the views expressed by their "chiefs," whose opinion naturally sways the voting.

In such circumstances, a slackening of interest is the result, and the branch becomes non-progressive or inactive.

The remedy does not lie in the hands of the ordinary members, and the position can be improved only when selfish, undemocratic chief officials have retired from service.

"EARNEST."

FREEMASONRY
Is it a Key to Promotion?

"LINCS," in the July Journal, states that officials are retarded in their promotion because they do not come under the heading of either—"Freemason, Favourite or Friend."

The first-named has caused a great deal of criticism, dissatisfaction, and disappointment, both inside and outside the Service. Why local government officers should belong to such organisations is beyond me; I can only conclude it is to better themselves at the expense of their fellow-officers.

It appears to be becoming a password that unless one is a freemason one has little opportunity of future advancement.

"DISGUSTED ENGLISHMAN."

NALGO to Meet Civil Servants and Teachers

NALGO is to consult with representatives of the civil servants and the teachers on questions of common interest.

This was one of a number of important decisions reached by the emergency committee of the N.E.C. when it met in London on August 9.

Among the subjects likely to come before this joint meeting are the cost-of-living bonus, a similar bonus for persons receiving superannuation allowances (who are not covered by any of the awards), and the dismissal of officers, teachers, and civil servants as a result of the evacuation of the civil population from defence areas.

NALGO's representatives at the meeting—the date of which had not been fixed when we went to press—will be Messrs. H. Allen, A. A. Garrard, P. H. Harrold, E. A. S. Young, and the general secretary.

Other decisions reached by the emergency committee, in addition to much domestic business, included:

War Service Pay.—The South Eastern district committee asked the N.E.C. to take steps to procure amendment of the local Government Staffs (War Service) Act, 1939, to provide that an officer not having his civil salary made up in full should pay superannuation contributions based only upon the total of his war service pay and his supplementary pay. At present such officers must pay contributions based upon the full amount of their civil pay.

It was decided to ascertain what hardship existed, and to consult with the National Union of Teachers, with a view to arriving at a common policy.

Cost of Living.—Following a report that, despite representations from the National Whitley Council, the Ministry of Health persisted in its refusal to sanction a war bonus to those officers earning more than £260 p.a. whose salaries were subject to its consent, the committee decided to raise this question through the National Whitley Council with a view to an appeal to the newly created National Arbitration Tribunal. At the same time, counsel's opinion is to be taken on the position of a local authority which desires to pay the bonus itself to officers affected by the Ministry's decision whose salaries exceed £260.

In response to a request for collaboration it was agreed to inform the Sanitary Inspectors' Association of the action taken.

"Heresy Hunts."—The general secretary reported on the "heresy hunts" initiated by some local authorities among their staffs, of which details are given on page 199. The committee decided to make fuller inquiries into what was happening, and to discuss this question at the joint meeting with civil servants and teachers referred to above.

Conscientious Objectors.—A resolution was received from the Glasgow Branch protesting against the decision of the N.E.C. to refuse assistance to conscientious objectors "on the grounds that, so long as the Government is prepared to legalise freedom of conscience, members of the Association are entitled to demand the services of NALGO in defence of their interests." The committee noted this protest.

A NALGO Spitfire.—Messages were received from the Essex and Cambridgeshire branches urging that the Association should raise funds for the purchase of one or more Spitfire fighters. It was decided, however, in view of the number of local authorities which were organizing local funds for this purpose, that it would be preferable for members wishing to do so to contribute to these local appeals.

Subscriptions.—In response to representations from the Manchester Branch and the North Wales and North Western district committee, it was agreed that members seconded for service in Government departments should pay Association subscriptions based upon the salaries they received from the Government.

Mr. A. A. Garrard presided over the meeting and those present included Messrs. J. T. Baker, F. D. Barton, F. E. Cox, P. H. Harrold, H. A. Jury, A. Pinches, and E. A. S. Young.

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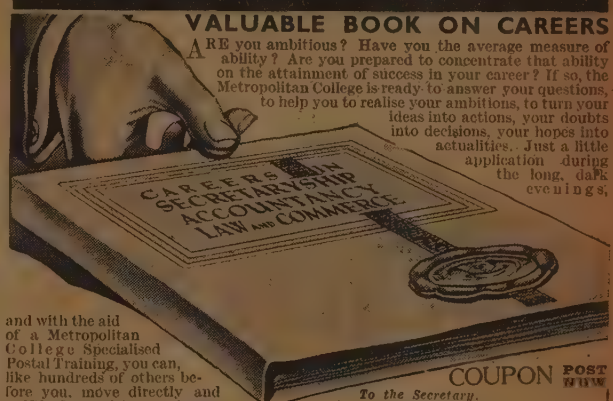

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News and Gossip from Headquarters

IN view of possible difficulties in communications, will members please direct correspondence in future as follows:

All letters on **general topics** to the regional or divisional officer for their area (the addresses of these officers are given below).

All letters relating to the NALGO **ancillaries** to the **General Secretary, NALGO, Croyde, Braunton, Devon.**

All letters dealing with **public relations** or LOCAL GOVERNMENT SERVICE (other than correspondence about journal supplies and delivery, which should go to Croyde) to the **Public Relations Officer, 27, Abingdon Street, Westminster, London, S.W.1.**

The addresses of the divisional officers are:

SOUTHERN REGION

comprising the Metropolitan, Eastern, South-Eastern, Southern, and South-Western districts.

Regional Officer: **T. M. KERSHAW, 27, Abingdon Street, Westminster, S.W.1. (WHItehall 9351)**, to whom should be sent correspondence from within the Metropolitan Police area.

Divisional Officers:

J. MELVIN, 54, New Street, Chelmsford (Chelmsford 4347) covering the Eastern district (Bedfordshire, Cambridgeshire, Essex, Hertfordshire, Huntingdonshire, Norfolk, and Suffolk), and the South-Eastern district (Kent, Surrey, and Sussex), except for those parts within the Metropolitan Police area.

N. M. WOODCOCK, 10, Hutcombe Byway, Stonegallows Hill, Taunton (Taunton 2779), covering the Southern district (Berkshire, Buckinghamshire, Hampshire, Isle of Wight, Oxfordshire, and Wiltshire), and South-Western district (Cornwall, Devonshire, Dorsetshire, Gloucestershire, Somersetshire).

E. & W. MIDLANDS AND S. WALES REGION

Regional Officer: **J. E. N. DAVIS, NALGO, Prudential Buildings, St. Philips Place, Birmingham (Central 1836)**, covering the East and West Midland districts (Derbyshire, Leicestershire, Lincolnshire, Northamptonshire, Nottinghamshire, Rutlandshire, Herefordshire, Shropshire, Staffordshire, Warwickshire, and Worcestershire).

Divisional Officer: **A. H. GEARY, 11, Park Place, Cardiff**, covering the South Wales and Monmouthshire districts (Brecknockshire, Cardiganshire, Carmarthenshire, Glamorganshire, Monmouthshire, Pembrokeshire, and Radnorshire).

NORTH-WESTERN DISTRICT

Divisional Officer: **H. CORSER, 2, Mount Street, Manchester, 2 (Blackfriars 7668)**, covering Anglesey, Carnarvonshire, Cheshire, Cumberland, Denbighshire, Flintshire, Isle of Man, Lancashire, Merionethshire, Montgomeryshire, Westmorland.

N.-EASTERN AND YORKSHIRE DISTRICTS

Divisional Officer: **W. CECIL WOOD, 12, East Parade, Leeds (Leeds 24861)**, covering Durham, Northumberland, and Yorkshire.

SCOTTISH DISTRICT

Divisional Officer: **J. M. MORTIMER, 67, West Nile Street, Glasgow, C.1 (Douglas 0404)**, covering the whole of Scotland.

Subscriptions

The end of the branch year (October 31) is rapidly approaching. If you have not paid your subscription up to date, please do so at once so that your honorary treasurer may make his returns and remittances promptly.

Changes of Address

It will facilitate prompt and correct attention to records at Headquarters if members will advise us promptly of their old and new branches when notifying any change of address.

National Savings Stamps

Since most branches appear to have launched their own group savings schemes, the Provident Society has abandoned its plan for the purchase of Savings Certificates with National Savings Stamps. Branches without a group scheme should start one.

Motor Insurance on Cars "laid up"

Members insured under the NALGO Motor Scheme who propose to "lay up" their cars at any time, would assist the official Brokers if they comply with the following procedure:

Before or when the car is "laid up," the Certificate of Insurance should be returned to the Brokers with details of "lay up" entered on the manilla certificate container. It is important that immediate advice be given since the suspension of cover can operate only from the date on which the certificate is posted.

The date on which the car is again to be brought into use should be indicated, but if this is unknown or doubtful the words "further notice" should be inserted.

At certain periods of the year, brokers receive large numbers of "lay up" instructions, and in consequence it is impossible to deal with them by return of post.

NALGO Examinations

At all future NALGO examinations, questions will be asked on new developments and new legislation. The questions at the December examination will cover developments up to the preceding September 1, and those at the May examination up to the preceding February 1.

Certain other alterations have been made to the syllabus, details of which may be obtained from the Education Department.

Entries for the December examination must be received not later than October 1, 1940.

NALGO Diary 1941

Only sufficient copies of the 1941 Diaries will be printed to cover the orders received from branch secretaries by September 9, 1940.

Members who do not get their copies of the Diary must blame themselves, not Headquarters.

Unemployment Insurance

The Unemployment Act, 1940, raised the limit for unemployment insurance from £250 to £420 a year. But the Unemployment Insurance (Emergency Powers) Regulations, 1939, provide that no new certificates of exception shall be granted during the war, and that no persons not already covered by an existing certificate may be identified under that certificate.

This created an anomalous position. For example, an officer who was identified under an existing certificate at a time when his salary was £240 a year, and who is now earning, say, £400, would still be excepted from unemployment insurance. Another officer, now earning £400, but whose salary when the existing certificate was granted was £260, thus excluding him from the provisions of the certificate, would now be within the unemployment insurance scheme.

The attention of the Minister of Labour and National Service was drawn to this anomaly, and he has now put it right under the Unemployment Insurance (Emergency Powers, (Amendment) (No. 3) Regulations, 1940). These regulations empower the Minister to permit, up to November 1, 1940, the issue of certificates of exception to cover persons in the £250-£420 class who, on September 6, 1939, had completed three years' continuous service in superannuable employment under a local authority. The anomaly will, therefore, cease if the necessary application is made by the local authority, except in relation to officers who do not possess the necessary qualification of three years' service.

Are Sick Benefits Liable To Income Tax?

IN the recent case of *Forsyth v. Thompson* (56 *Times* Law Reports, page 879) it was decided that sickness benefit payable by a provident society is chargeable to income tax. A dentist entered into contracts with two mutual insurance societies whereby he was to receive certain weekly payments in the event of sickness or disability. He made annual or half-annual payments to one society and monthly payments to the other. The payments were to continue while he received benefit. In 1931 he suffered an accident which permanently disabled him, and received weekly payments of benefit. It was held that those payments were chargeable to income tax.

Does this decision mean that National Health Insurance, sickness and disablement benefits, and sick benefit received from the Nalgo Provident Society are chargeable to income tax?

Sir John Simon, when Chancellor of the Exchequer, stated in the House of Commons on July 12, 1939, that National Health and Unemployment Insurance benefits were not liable to income tax, nor would they be.

It is understood that the Inland Revenue have no intention of applying the principle of *Forsyth v. Thompson* to benefit which is paid for less than 52 consecutive weeks. The benefit will become chargeable to tax, however, when it has continued for at least 12 months prior to the year of assessment in question.

It is doubtful, however, even where the payments have continued for more than 52 consecutive weeks, whether that part of the sick pay received from the Nalgo Provident Society which is provided by the member's own Rest or Deposit fund, is chargeable to tax.

POSITION OF MEMBERS LEAVING THE SERVICE

Some branches appear still to be in doubt regarding the position of members of the ancillaries who leave the local government Service. For their guidance, the procedure to be adopted is summarised below:

MEMBERS LEAVING THE SERVICE		MEMBERS TERMINATING MEMBERSHIP ALTHOUGH STILL ELIGIBLE
APPROVED SOCIETY	May retain membership, usually dealing direct with Headquarters.	If enrolled before July 13, 1928, are liable to expulsion; if enrolled after this date, may retain membership.
BUILDING SOCIETY	May continue investment accounts and mortgage repayments, but if investments are withdrawn, account cannot be reopened.	Liable to charge of £1 p.a. for management expenses.
LOGOMIA Life Section	Life Assurance is continued at the original rate of premium.	An additional charge of 5 per cent per annum for management expenses on all policies taken out since 1932.
Fire & Motor Sections	Renewals allowed on same terms.	Renewals not allowed
PROVIDENT SOCIETY	Membership may be continued for all tables on payment of additional management fee of 3d. per month, except in case of woman member for purposes of Sickness Scheme (Table 1) who leaves on account of marriage. Membership under this table must be discontinued (except women members enrolled before May 30, 1925) —see Rule 3 (12).	Membership terminated.

Members (including conscientious objectors) granted leave of absence by their authorities to perform work of national importance may retain membership of all ancillaries. Subscriptions must be continued, based on salary received under new appointment.

Conscientious objectors who have been dismissed by their authorities should be treated as members who have left the Service.

T.U.C. backs War Savings

Declaration by the General Council of the Trades Union Congress

"The General Council of the Trades Union Congress have given their most careful consideration to the problem of how to provide the means of carrying on the War with the least hardship to the population as a whole and, in particular, to workpeople.

"As a result, the General Council were anxious to give their full and strong support to voluntary savings, but considered it necessary to seek assurances :

(*a*) **From the Government** that the voluntary war savings of workpeople up to a specified amount would be disregarded in the application of any Means Test to which they might, in the future, become subject.

(*b*) **From Employers** that they would undertake not to use evidence of the ability of workpeople to save as an argument against applications for wage advances.

"Both these assurances have now been given. For the Government, Sir John Simon announced in his Budget statement that new savings during the war up to £375, invested in National Savings Certificates, Defence Bonds, subscriptions to new War Loans, or deposited in the Post Office Savings Bank or the Trustee Savings Banks *would be disregarded in computing the means of applicants for unemployment assistance or supplementary old age pensions.*

"The Employers have also given a definite assurance that *the war savings of workpeople will not be used against the Trade Unions in subsequent negotiations for wage increases.*

"The Trades Union Congress, recognising the magnitude of the war's financial and economic problems, **urge upon all who are able to save to do so to the utmost of their ability and to lend such savings to the country.**

"These savings will help materially to maintain supplies essential for the adequate equipment of the fighting and defence services.

"Savings, in so far as they help to restrict expenditure upon non-essential commodities, will also **assist to maintain the supply and prevent increases in the price of commodities essential to the people's standard of life."**

ISSUED BY THE NATIONAL SAVINGS COMMITTEE

War Pay Position

AT the time of going to press, 1102 local authorities had reached decisions on the making up of war service pay. The position then was :

ENGLAND AND WALES	Full Pay	Qual. Pay	No Pay	No Decn.
County Councils	25	35	1	1
County Boroughs	33	46	3	1
Met. Boroughs	25	3	—	1
Boroughs	121	102	18	68
Urban Districts	146	132	53	241
Rural Districts	105	123	20	227
Others	17	10	—	—
SCOTLAND				
County Councils	4	25	1	3
Burghs	6	38	8	143
Others	1	1	—	—
Total	483	515	104	685
Percentage of total decisions	43.8	46.7	9.5	

Local Authorities' Nursing Staffs

THE Emergency Committee of the National Whitley Council has approved a scheme for the setting up of interim joint machinery to deal with matters affecting the nursing staffs of local authorities.

The scheme provides for a joint committee with 16 members on the employers' side appointed by the employers' side of the National Council and 16 members on the staffs' side, eight being appointed by the staffs' side of the National Council and eight by the Royal College of Nursing.

Scottish Notes

FIVE Scottish branches have complained of the inadequacy of the cost-of-living bonus recommended by the Scottish Whitley Council. The staffs representatives, it should be understood, agreed to the final decision only under protest, and they have recently held two meetings to consider making a fresh application for a higher bonus. It was felt, however, that we should this time work in collaboration with the National Whitley Council for England and are therefore asking that Scotland be represented when that body meets to discuss the position early in September. Scottish members may be assured that their representatives are alive to the situation and intend to take action at the earliest possible moment.

Nursing Staffs

In view of misunderstanding of the salary scales for female nursing staffs employed in local authority hospitals (other than mental hospitals) adopted by the Whitley Council, they are published below. The new rates, which are minima, came into force on June 1.

Ward Sisters—(a) Hospitals with over 100 beds—£100 +£5—£115, with further increment of £5 after 10 years' service as a ward sister (b) Hospitals with 100 beds or under—£90+£5—£105.

Staff Nurses—£70+£5—£85.

Probationer or Student Nurses—£30+£5+£5+£10—£50.

These scales are on the basis that board, lodging, and uniform are granted in addition. Other matters in connection with the employment of nursing staffs are to be considered later.

Health Visitors

The Whitley Council scale for fully qualified whole-time health visitors is £160+£10—£210, plus war increases and uniform or an allowance in lieu. The scale took effect from the beginning of the financial year, 1940-41. It must not operate to the prejudice of existing employees.

Salaries and Service Conditions Progress

Recent progress in NALGO's ceaseless campaign for improved salaries and conditions of service for its members is reported below:

NORTH WESTERN AND N. WALES

Fylde Water Board, in response to an application by NALGO, has agreed to follow generally the Blackpool grading and salaries scale from the next annual revision of salaries.

The Lancashire and Cheshire Provincial Council appeals committee has allowed an appeal of the sanitary inspector at **Droylsden U.D.C.** for promotion from technical B. (£315) to technical D., with a special maximum of £375.

The Minister of Health has allowed an appeal by the lady dental assistant at **Whitehaven** for her post to be designated as an "officer" post under the 1937 Superannuation Act.

New Mills U.D.C. has adopted, from August 7th, a model grading scheme submitted at its request by the Lancashire and Cheshire Provincial Council.

Prestatyn council has granted increments in accord with the North Wales Whitley scales, except in respect of women and an engineering assistant in the surveyor's department, whose cases are to be further considered.

The Lancashire and Cheshire Provincial Council has temporarily substituted the following scales for female juniors and general division clerks for the scales contained in the provincial council's booklet:

JUNIORS. Age	Basic Rate	Bonus	Total	GENERAL DIVISION Age	Basic Rate	Bonus	Total
	s.	s. d.	£ s. d.		s.	s. d.	£ s. d.
16	16	11	16 11	22	40	2 5	2 2 5
17	19	1 2	1 0 2	23	43	2 7	2 5 7
18	24	1 5	1 5 5	24	48	2 11	2 10 11
19	27	1 7	1 8 7	25	51	3 1	2 14 1
20	32	1 11	1 13 11	26	55	3 4	2 18 4
21	37	2 3	1 19 3				

These scales are to apply as a temporary measure for the duration of the war, or for such shorter or longer period as may be considered necessary. They begin to operate in respect of the first full-wage period in September, 1940.

SOUTHERN REGION.

Bexley B.C. has approved and codified revised conditions of service, including the following :

Reasonable facilities are to be granted to officers to attend any necessary course of study. Promotions are to be made according to merit and efficiency, and not on seniority alone. A single grant of £10 is to be made to an officer passing the final of one of 20 professional and technical examinations.

A chief officer is authorised to suspend any member of his staff for gross misconduct. The suspension must be reported immediately to the mayor and the chairman of the appropriate committee, and also to the finance committee or finance (establishment) sub-committee at the earliest meeting, the committee to decide the action to be taken.

Right of appeal to the local joint committee is given to any officer threatened with relegation or dismissal. In addition, or alternatively, the officer may appear before the finance committee and the council.

In view of the fact that some juniors have been evacuated with their departments, while the parents of others have left the town and cannot provide homes for them, **Folkestone** council has agreed to pay a minimum salary of £2 p.w. for the duration of the war (in place of the normal scale of £39—£90) to enable them to pay for board and lodging.

Huntingdonshire C.C. has given one additional increment to all officers on Grades 1, 2, 2a, and 3 (earning up to £225 p.a.).

NORTH-EASTERN AND YORKSHIRE.

Colne Valley U.D.C. has adopted the scales of salaries recommended by the Yorkshire Joint Council, and the staff have been graded accordingly.

Bradford C.B. recently adopted the following revised scales of salaries for juniors :

Age	Males. £	Females. £
under 17	50	50
17	60	60
18	70	70
19	80	80
20	95	90
21	115	100
22	130	110

MIDLANDS AND SOUTH WALES.

Carmarthen C.C. has adopted the following scale in substitution for the probationers' scale of £50 + 10 — £100 :

Age 16 on appointment, £55 + 15 — 100.
Age 17 and over on appointment, £65 + 15 — 100.

Newcastle-under-Lyme Corporation and the **Taf Fechan Water Supply Board** have adopted the scales of the West Midlands and South Wales Provincial Councils respectively.

FOR HOUSEHUNTERS

Offered through the Nalgo Building Society.

DUDLEY, WORCS : Semi-det., Freehold, 2 rec., 3 bed., kitchen, bath, etc. Plot 39 ft. x 110 ft., facing park. Large garden, good residential area. £450.—Apply H. P. B., c/o NALGO, Croyde, Braunton, Devon.

BLACKLISTED

The following local authorities have ignored the appeal made by the Minister of Health for a "fair and reasonable" interpretation of the "gentlemen's agreement" for the making-up of war service pay. They feel under no obligation to employees fighting for the civilization for which they stand, and they are paying those employees nothing.

ENGLAND AND WALES

COUNTY COUNCILS

Glamorgan

COUNTY BOROUGHS

Bolton, Burnley, Merthyr Tydfil

BOROUGHS

Accrington, Bridlington, Clitheroe, Colne, Congleton, Darwen, Haslingden, Jarrow, Nelson, New Romney, Ossett, Port Talbot, Pudsey, Rawtenstall, Stamford, Tewkesbury, Todmorden, Wrexham

URBAN DISTRICTS

Abercarn, Aberdare, Abertillery, Ashton-in-Makerfield, Atherton, Barnoldswick, Barrowford, Bedworth, Bingley, Brierfield, Caerphilly, Carlton, Castleford, Chesham, Cirencester, Clayton-le-Moors, Ebbw Vale, Featherstone, Gt. Harwood, Haydock, Hebden Royd, Ince-in-Makerfield, Kempston, Leighton Buzzard, Littleborough, Little Lever, Maltby, Milnrow, Mountain Ash, Normanton, Oswaldtwistle, Padstow, Penrith, Pontypridd, Portland, Poulton-le-Fylde, Prestatyn, Ripponden, Skegness, Skipton, Spennymoor, Stroud, Swadlincote, Thornton Cleveleys, Turton, Walton-le-Dale, Wardle, Washington, Westhoughton, Whitby, Wombwell, Worsley

RURAL DISTRICTS

Carmarthen, Cheadle, Cirencester, Clown, Congleton, Cowbridge, Droitwich, Evesham, Garstang, Haverfordwest, Hitchin, Horsham, Ledbury, Llanelly, Okehampton, Oswestry, Pontardawe, Shipston-on-Stour, Wadebridge, Wakefield

SCOTLAND

Fife C.C., Buckhaven and Methil B., Dunfermline B., Forfar B., Kirkintilloch B., Lochgelly B., Leven B., Port Glasgow B., Wick B.

Officers seeking new appointments will, no doubt, keep these authorities in mind.

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The finely situated guest-houses of the Fellowship offer facilities at moderate cost. Peaceful surroundings, beautiful scenery, good fellowship provide the atmosphere.

Please write for particulars to : **THE HOLIDAY FELLOWSHIP, No. 52, FELLOWSHIP HOUSE, 142, GREAT NORTH WAY, HENDON, LONDON, N.W.4.** *(Telephone: Hendon 3381 four lines).*

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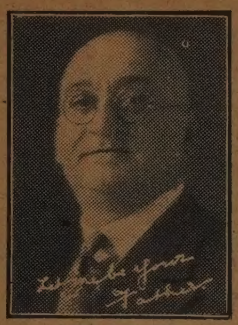
I HAVE HELPED THOUSANDS OF OTHERS



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During the last war many people learned how to write short stories, etc.; to-day a number of them are world-famed authors.

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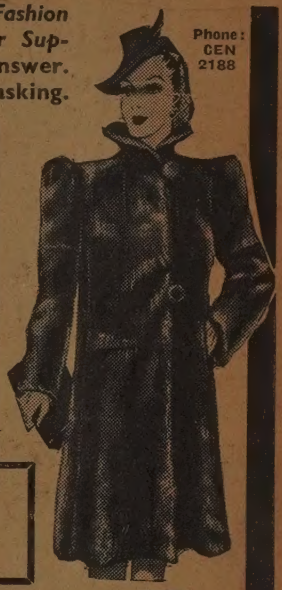

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599 COUNCILS NOW PAYING BONUS

UP to the date of going to press, 599 local authorities had adopted cost-of-living bonus schemes for their official staffs. Of these, 240 had adopted the National Whitley Council scale in full, 47 had adopted that scale with modifications, and 312 had adopted other scales. Detailed figures are :

ENGLAND AND WALES—

	N.W.C. Scale in Full	N.W.C. Scale Modified	Other Scales	Total
C.C.	1	5	19	25
C.B.	18	10	32	60
Met. B.	—	—	3	3
B.	56	10	64	130
U.D.	97	8	105	210
R.D.	52	11	36	99
Other Auths.	16	3	25	44
SCOTLAND—				
C.C.	—	—	7	7
Burghs	—	—	21	21

This month's list, which is additional to those published in previous issues, is :

ENGLAND AND WALES

WHITLEY COUNCIL SCALE

Bonus of 6 per cent on first £300 of salary and 3 per cent on salary in excess of £300, or of £200, whichever is the less.

BOROUGHS

Banbury — Poole — Stratford-on-Avon

URBAN DISTRICTS

Aireborough — *Horsforth — Penistone
Brynmawr — Hoyland Nether — Swinton
Cirencester — Kirkburton — Trowbridge
Horbury — Norton-Radstock

* Slightly modified for chief officers.

RURAL DISTRICTS

Alton — Henley — Monmouth
Clutton — Kingsclere and Whitchurch — St. Ives (Hunts)
Cookham — Wincanton

WHITLEY SCALE MODIFIED

COUNTY COUNCILS

Somerset—6 per cent on salaries (excluding emoluments) of all full-time officers and servants whose total remuneration, including emoluments, does not exceed £300, from July 1, 1940.

Warwickshire—Whitley Council scale on salaries up to £500 only. Applies to men in H.M. Forces.

COUNTY BOROUGHS

Dudley—6 per cent on first £300.

BOROUGHS

Taunton—6 per cent on salaries up to £300, from April 1.

URBAN DISTRICTS

Farnborough—6 per cent on salaries up to £300 (applies to married officers in H.M. Forces).

Penarth—6 per cent on first £300 from April 1, with following exceptions : married officers earning under £250, £15 p.a. ; officers with free apartments, 4 per cent on salary and emoluments ; officers with free apartments and rations, 3 per cent (minimum 2s. p.w.) ; isolation hospital staff, 3s. p.w. ; non-residential employees outside joint wages board, if receiving meals, 2s. 3d. p.w. ; if residential, 1s. 6d. p.w.

RURAL DISTRICTS

Bridgwater—6 per cent on salaries (excluding emoluments) up to £300, from July 1.

Bullingdon—6 per cent on salaries up to £300.

Carmarthen—4 per cent on salaries up to £300, provided salary and bonus do not exceed £300

Gloucester—6 per cent on salaries up to £300 from April 1.

Marshland—Whitley scale up to £500, but no bonus on salaries above £500, from April 1.

Wellington (Salop)—5 per cent on first £300.

Wokingham—6 per cent on first £300 for all permanent officers, including officers in H.M. Forces, from July 1.

LONDON DISTRICT COUNCIL SCALE

6 per cent on all salaries or 6 per cent on £300, whichever is the less.

METROPOLITAN BOROUGHS

Battersea — Camberwell — Paddington

NORTH-EASTERN W.C. SCALE

Employees of 18 and over, 2s. p.w., under 18, 1s. p.w. in respect of each complete six points rise in the official cost of living index figure from a basic figure of 155. Adjustments to be made at intervals of 3 months from July 1, 1940.

URBAN DISTRICTS

Felling — *Houghton-le-Spring

*On salaries up to £400.

OTHER SCALES

COUNTY COUNCILS

Berkshire—6 per cent for all officers whose salaries and emoluments *plus bonus* do not exceed £275.

London—Civil service scale, i.e., 1s. 6d. p.w. under 18 ; 2s. 6d. p.w. between 18 and 21 ; officers over 21 earning under £2, 3s. ; earning £2—£2 10s., 4s. ; earning £2 10s. —£4 15s., 5s. Special scale for nursing staffs.

Monmouthshire—4s. p.w. on salaries up to £350.

Norfolk—8 per cent for married men, 4 per cent for single men and married women on first £150 of salary up to £225, from July 1, subject to review in six months.

Northamptonshire—5 per cent on salaries up to £300, provided salary and bonus do not exceed £300, from July 1 ; married men in H.M. Forces included.

Southampton—*Married men and widowers with dependent children* earning up to £400 p.a., 1s. 6d. p.w. plus 4½d. p.w. for each dependent child for each five points rise in cost of living index above 155 (where husband and wife are both employed, aggregated salaries must not exceed £400) ; *other officers*, one-third above rate on salaries up to £150 (with marginal adjustments at £400 and £150 respectively). From June 1.

Surrey—5s. p.w. on salaries of full-time non-resident officers up to £3 p.w. ; 4s. on salaries between £3 and £4, provided salary and bonus does not exceed £4 ; operative for six months from first pay day after May 1. Single officers under 21, men on war service or whole-time civil defence, supplementary and evening class teachers, and employees whose remuneration is governed by Burnham and other national agreements excluded.

COUNTY BOROUGHS

Hull—6 per cent on first £300 of salaries up to £500 (salaries between £500 and £518 made up to £518).

Plymouth—To all full-time officers earning up to 87s. p.w., under 18, 1s. 6d. p.w. ; 18—21, 2s. 6d. ; over 21 and earning under 40s., 3s. ; over 21 and earning 40s. and over, 4s. ; with marginal adjustments between 87s. and 91s. ; from July 1.

Reading—Graduated scale ranging from 1s. 6d. p.w. on salary of £39 to 6s. on £260 (maximum) with half rates for officers receiving board and lodging, from April 1.

BOROUGHS

Berwick-on-Tweed—5s. p.w. over 18, 2s. 6d. p.w. under 18, provided salary and bonus do not exceed £300.

Cheltenham—5s. p.w. on all salaries up to £300, including men on war service (except single men without dependants, who receive 3s. 6d. p.w.) ; from April 1.

Chepping Wycombe—5 per cent on first £250.

Glastonbury—Individual bonuses of £20 to surveyor and treasurer, £15 to sanitary inspector, from June 1.

Lowestoft—6 per cent on first £150, 3 per cent on next £125, with marginal adjustments between £275 and £287 15s., from June 1.

Port Talbot—5s. p.w. over 18 years, 2s. 6d. under 18, from April 1.

St. Ives (Hunts)—4s. p.w. to five officers, 1s. p.w. to three.

Thetford—8 per cent on first £150 for senior officers, 4 per cent for juniors (earning less than £150).

Torquay—4s. p.w. on salaries up to £250, to be reviewed in January, 1941.

Tunbridge Wells—5 per cent on first £150 and 4 per cent on next £350 on salaries up to £500.

URBAN DISTRICTS

Bedworth—4s. p.w. to all officers, from April 1.

Billericay—6 per cent on salaries up to £250.

Bromsgrove—5 per cent on salaries up to £300.

Harpenden—civil service scale (see L.C.C. above).

Hoddesden—2s. p.w. on salaries up to £225.

Holmfirth—6 per cent on first £300.

Hornchurch—6 per cent on salaries up to £310.

Kingswood—Bonus granted to two officers ; others earning up to £250 given permanent salary increases intended to be equivalent of bonus.

Melton Mowbray—5 per cent on salaries up to £300.

Paignton—1s. 6d. p.w. under 18 ; 2s. 6d. between 18 and 21 ; over 21, 3s. on salaries up to 40s. p.w. ; 4s. on salaries between 40s. and 50s. ; 5s. on salaries above 50s., provided salary and bonus do not exceed £225 p.a. Not applicable to members in H.M. Forces.

Queensbury and Shelf—5s. p.w. to all officers.

Rawmarsh—5s. p.w. to all officers.

Selby—3 per cent on first £300 of salary.

Thame—4 per cent on salaries of full-time officers, to be reviewed in three months.

Walton and Weybridge—3s. p.w. on salaries up to £240 (1s. 6d. p.w. for officers under 21).

Wimborne Minster—5s. p.w. to all full-time officers.

Worsborough—4s. p.w. to juniors and clerical staff.

RURAL DISTRICTS

Easthampstead—5s. p.w. to all officers.

Huntingdon—10 per cent on salaries up to £150.

Lichfield—£7 10s. p.a. to single officers and widowers ; £15 to married officers, with extra £5 for each dependent child.

Cost of Living 19.3 p.c. Up

The Ministry of Labour cost of living index figures for each of the past six months, showing the increase in cost of living of a "typical working-class family," since July, 1914 (taken as 100) are :

March	179	June	181
April	178	July	187
May	180	August	185

The actual percentage increases in the cost of living since September 1, 1939 (when the index figure was 155) are therefore :

March	15.5	June	16.8
April	14.8	July	20.6
May	16.1	August	19.3

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Lutterworth—civil service scale (see L.C.C. above)

Midhurst—3s. 9d. on salaries up to £4 p.w.

Sevenoaks—6 per cent on first £300.

Shardlow—6 per cent on salaries up to £300.

Strood—10 per cent on first 40s. of weekly wage up to 76s. or on first £100 of salaries up to £195.

Tonbridge—6 per cent on salaries up to £300.

Yeovil—2s. 6d. p.w. on salaries up to £4 7s. p.w.

OTHER AUTHORITIES

Doncaster and Mexborough Joint Hospital Board—5 per cent on all salaries.

Great Ouse Catchment Board—civil service scale (see L.C.C. above).

Kent Rivers Catchment Board—same as Strood R.D.C. above.

North Bierley Joint Hospital Board—5 per cent on all salaries, excluding emoluments.

Pontardawe Area Assessment Committee—6 p.w. to full-time officers from April 1.

South Rotherham and Kiveton Park Joint Hospital Board—£8 p.a. for matron, £5 10s. for sister, £4 10s. for staff nurses, and £4 for assistant nurses.

SCOTLAND

SCOTTISH WHITLEY COUNCIL SCALE

5 per cent on salaries under £250 p.a.

BURGHS

Aberdeen — Coatbridge — Motherwell and Wishaw
Dumfries — Inverness — Prestwick
*Perth

*Up to £300 p.a.

OTHER SCALES

BURGHS

Burntisland—3s. on salaries up to £250.

Kirkcaldy—£8 p.a. on salaries of permanent staff up to £250 from May 15.

Lanark—5s. p.w. to full-time employees, 8½ per cent on salaries of part-time employees.

Largs—5 per cent on all salaries.

AMENDMENTS

Kesteven C.C.—Previous decision (March issue) amended by increasing bonus from 5 to 7½ per cent and salary limit for *married men* from £200 to £250.

Bath C.B.—Previous decision (August issue) amended to give 5s. p.w. to officers earning between 88s. p.w. and £400 p.a.

Kidderminster B.—Previous decision (July issue) rescinded and Whitley scale adopted.

Penzance B.—Original bonus of 2s. p.w. on salaries up to £200 (April issue) increased to 4s. 6d. from June 1.

Pontypridd U.D.—Bonus announced in March issue increased from 4s. to 7s. p.w. for adults and from 2s. to 3s. 6d. p.w. for juniors, from July 8.

Sedgeley U.D.—Decision announced in July cancelled ; now 5s. p.w. over 21 and 3s. p.w. under 21, from June 1.

In the August number **Bristol** was incorrectly printed as **Brislow**.

BOURNEMOUTH for Sunshine, and "WIMBLEDON HALL" for

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EASTBOURNE.—**"Minerva," 10, Elms Avenue.** Board-residence. ½ min. pier. Cuisine and service highly recommended. Moderate.—**Miss Bamford Lyons.**

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PAIGNTON.—**Hotel Atherfield, Cleveland Road, Goodrington.** First-class accommodation and cuisine. H. & C. Bedrooms.—**Mrs. P. Rey.**

PAIGNTON.—**"South Sands," Alta Vista Road.** Adjoining the new Cliff Walk and Esplanade. H. & C. in all bedrooms. Parking and garage. Terms from 2 gns.—**Mrs. Osborn.** Phone: 57231.

TORQUAY.—**Astwell Hall Hotel.** 200 feet, sea frontage with finest view of Torbay. H. & C. in all bedrooms. Central heating. "Vita" Sun Lounge. Dancing. Bathing from hotel. Garages. **Special terms to Naigoites.**—Res. Prop. **W. Riley,** Ex-Nalgoite, Scarborough Branch. Phone: 2698.

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MISCELLANEOUS

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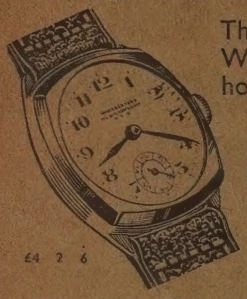

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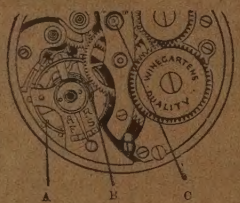

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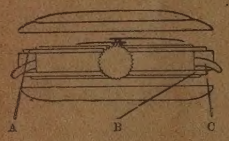

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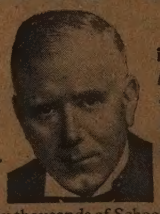

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